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ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ
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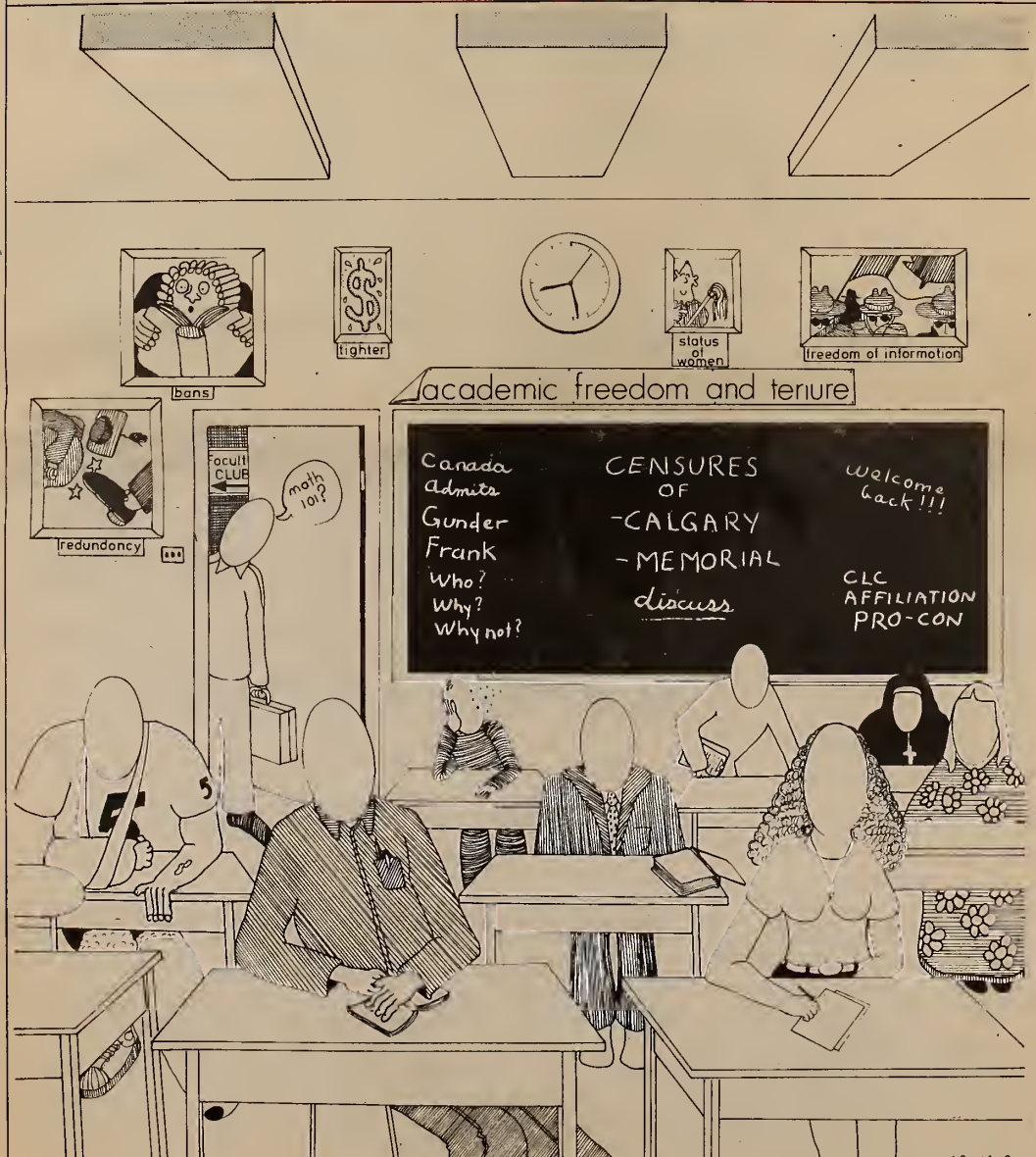
CAUT ACPU

bulletin



Tom McDonald

CAUT Bulletin

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Le Bulletin de l'ACPU paraît six fois au cours de l'année scolaire: 1 er septembre, 1 er octobre, 1 er décembre, 1 er février, 1 er avril, 1 er mai.

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LETTERS LETTRES

Gone are the days

I read with interest, if with no surprise, Professor Cardy's account, in the *CAUT Bulletin* for April 1979, of the *Wanderjahre* of his manuscript. Since he intends this sorry tale to support the arguments which appeared over my own (misspelt) name in the *Bulletin* for June 1974, it may perhaps be appropriate for me to add a comment or two.

My own article called forth, at the time and from various parts of the country, a number of appreciative letters from faculty similarly enmeshed in the toils of the ludicrous publishing situation in the humanities. One colleague in another university told me, with understandable satisfaction, that the article had played a definite part in getting him tenure. But this appears to be the acme of my success; elsewhere, not a ripple. Indeed, in the intervening five years, the situation has grown worse. Promotion and Tenure committees, going through the illogical operation of attempting to weigh imponderables, are still desperately grasping at straws which have at last appeared in print. These at least give them something to help them sort the sheep from the goats. As for faculty, it is fierce how cynical they get. How best can I get something out this year? No matter what, just something. What I really want to do is write a properly thought-out book, but if I value my career it would be safer to chop off another bit of my thesis and see if I can get it into *The Ultima Thule Review* before the next committee. Alas, gone are the days when the unharassed scholar spent twenty years meditating the *magnum opus*. Gone are the leisurely discussions of literary nuances and philological subtleties; our talk now is all of journals and rejections. "Can't stop. I have to meet a deadline," exclaimed a colleague, and scurried off, like the White Rabbit, down the passage. Faintly in the distance could be heard the voice of the queen shouting. "Off with his head!"

Pelf is more and more involved, and faculty need more and more actuarial skill. The distasteful business of paying to get into print is increasingly rehearsed. Given my rank, my age, the budget squeeze, the vagaries of the administration and the vanity of human wishes, how soon can I reeover the $4000 which I shall have to borrow to get this book into print; and is it worth it? All of which is symptomatic of the increasing dottiness of the age in which we live.

Cardy relates that one of his rejections was based on stylistic grounds. It may be no accident that the second page of his article is surmounted by an item on "illiterate scholarly jargon." That our profession is choked with this there can be no doubt; but when an article is rejected on grounds of style there may be some point in asking who is the potter, pray, and who the pot? Who makes the language? I ask this because only recently a colleague, who writes impeccable French, had an article spurned because it was not couched in the gibberish currently affected by a particular school of French critics. Cyril Connolly remarks that "The English language is like a broad river on whose bank a few patient anglers are sitting, while, higher up, the stream is being polluted by a string of refuse-barges tipping out their muck." Similar remarks could be, and have been, made about French. "Ce qui n'est pas clair n'est pas français" may have been good enough for Flaubert, but all too often the academic has been encouraged to follow the reputed advice of the German thesis director: "Es muss etwas dunkel sein" — it has to be a bit obscure. Perhaps an article does have stylistic faults; but, equally so, perhaps the intended editor simply doesn't like the way it is written. Which is hard on the writer.

Cardy makes a plea for a "journal that would act as a true platform for the exchange of scholarly ideas." An understandable reaction from his lengthy experience, but, after all, his ideal is already the avowed aim of all reputable journals — and there are many — already in existence. A new publication is not the answer. Most of us would agree that if an article has merit it will ultimately be published somewhere, as was Cardy's. The wheel of fortune will eventually turn. The real trouble is the attitude of mind which acts as if the only measure of a faculty member's worth were a foot-rule laid alongside his list of publications. Scholarship is not necessarily the same thing as an ability to get into print.

Yours sincerely,
A.D. Wilshere,
Professor of French.
University of Guelph.

Roots of problem in early life

I am writing in response to Helen Baxter's article in the April issue and OZAY MEHMET'S comments in the May issue.

I agree with Dr. Mehmet that an RHOSP type educational savings plan will not solve the problems of access to University of students from low income families but will in fact make the situation worse. However Dr. Mehmet's idea, of educational vouchers given to promising low income students in high school will not improve the situation either.

One repeatedly hears the statement that low income students are underrepresented in University without any statistics or explanation. The only statistical survey of family income of University students which I can recollect was done in the late 60's and I believe reported in the *CAUT Bulletin.* This showed that if we subdivided low income families into two groups, the

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SAINT MARY'S UNIVERSITY

invites applications, or nominations, for the position of

ACADEMIC VICE-PRESIDENT

to take office July 1, 1980

Saint Mary's University is a co-educational university which offers programs at the graduate and undergraduate levels. There are approximately 2200 full-time students and 1500 part-time students and a Faculty of 175.

The salary and terms of office of the Academic Vice-President are negotiable.

Nominations for the position or written applications, accompanied by a resumé, will be received until a selection is made, and should be sent to:

The Chairman
Vice-Presidential Search Committee
Saint Mary's University
Halifax, Nova Scotia, Canada
B3H 3C3

CAUT censures Memorial and Calgary

by Helen Baxter

Memorial University of Newfoundland and the University of Calgary have been censured by the Canadian Association of University Teachers for violations of academic freedom.

The censures, the first to be imposed by the CAUT in three years, were voted on at the Association's annual Council meeting in Ottawa May 16. Both censures result from the non-renewal of the appointments of untenured faculty.

The censure of the President and Board of Regents of Memorial comes after the university's decision not to renew the contract of Professor Marlene Webber of the School of Social Work because of her professed Marxist-Leninist leanings and the alleged misuse of her classroom.

A CAUT committee of inquiry investigating the university's handling of the case found that Memorial's President and Board of Regents had committed a serious breach of academic freedom in basing its non-renewal of Professor Webber's appointment on her political activities without producing "admissible and cogent evidence" that these activities constituted professional wrongdoing.

Professor Webber's two-year probationary contract with the university, which commenced in 1976, was not renewed on the recommendation of the Director of the School of Social Work.

The Director informed Professor Webber that her political activities revealed "a considerable divergence from the philosophy and purpose of the school."

He said that her "involvement both on and off campus with a political movement which is totally inimical to and destructive of the system upon which our government is based" was one of the reasons for his recommendation.

A five-member university appeals committee upheld the Director's opinion by a vote of 3-2, stating that Professor Webber's "usefulness to the school is extremely limited because of the very narrow and imbalanced perspective which infiltrates almost every activity in which she engages."

President Moses Morgan endorsed the majority decision of the appeals committee and recommended to the Board of Regents that Professor Webber's appointment be terminated. The recommendation was accepted and her appointment ended in August, 1978.

In its subsequent investigation of the case, the four-member committee of inquiry appointed by the CAUT found that the charges of misuse of the classroom brought against Professor Webber were unsubstantiated.

The CAUT committee determined that Professor Webber had, in fact, alerted her students to her political beliefs and had made a serious effort to present a balanced political perspective in the classroom.

All CAUT and local faculty association attempts to negotiate a settlement for Professor Webber, including an offer to arbitrate the differences, had failed to resolve the case.

In its motion to censure Memorial, the CAUT charged that:

- The President and Board of Regents denied Professor Webber reappointment on the grounds of her professed political beliefs and activities on and off the campus, and thus deprived her of academic and political freedoms;
- The allegations of serious professional wrongdoing made against Professor Webber were not substantiated with admissible and cogent evidence;
- The procedures now in effect at Memorial did not in this case provide adequate safeguards for the protection of academic freedom;
- The President and Board of Regents refused to provide binding arbitration to resolve the conflict.

Subsequent to the CAUT's censureship vote, the General Assembly of the Canadian Association of Schools of Social Work, at its annual meeting in June, approved a request to the President of Memorial that he agree to submit the Webber case to binding arbitration. The Assembly also modified its manual of accreditation to permit the withholding or withdrawal of accreditation if the reviewers find that a school of social work is practicing political discrimination. Full endorsement of the CAUT censure was not voted because members felt that they had not had a full opportunity to assess the merits of the case.

In a separate action, the CAUT voted to censure the Board of Governors of the University of Calgary for violating the academic freedom of Dr. George Abouna, a transplant surgeon.

The censure results from the university's refusal to reinstate Dr. Abouna after he was wrongfully dismissed from Foothills Hospital, an affiliate of the university.

A CAUT committee of inquiry investigating the case found that the university's Board of Governors denied Dr. Abouna a proper academic evaluation after failing to renew his appointment and thereby violated his academic freedom.

Dr. Abouna, a specialist in organ transplantation, received a two-year limited term appointment in the University of Calgary's Faculty of Medicine in 1974. At the time, he was told that the appointment was, however, considered to be a continuing one. It had been designated as limited because of the so-called "80/20 rule" whereby those departments with 80 per cent or more tenured or probationary faculty members are required to appoint new staff only for limited terms.

Facilities for Dr. Abouna's research and practice were provided at Foothills Hospital.

In June 1975, on the recommendation of his department head, Dr. Abouna's privileges to perform organ transplants at Foothills Hospital were suspended. In October, all of his privileges at Foothills were removed and his appointment to the hospital's clinical staff revoked.

Dr. Abouna was informed by the University President in March 1976 that his academic appointment would not be renewed.

Dr. Abouna then brought a suit against Foothills Hospital with respect to his loss of privileges, and a second suit to recover his licence, which had been withdrawn by the Alberta College of Physicians and Surgeons when his university appointment terminated. Both suits were decided in his favour.

Dr. Abouna also brought a suit against the head of the University's Department of Surgery for defamatory comments with respect to his research and professional activities. This action ended in an out-of-court settlement in his favour and the adverse comments were withdrawn.

Despite a judgement of wrongful dismissal from Foothills, Dr. Abouna continued to be denied a position at the University.

In the summer of 1977, the CAUT, acting upon the request of Dr. Abouna for assistance in his grievance against the University, appointed a committee of inquiry to investigate the case.

The CAUT committee concluded that the Board of Governors failed to provide a significant portion of faculty members at the University of Calgary with the usual protection of academic freedom by maintaining the "80-20 rule".

Dr. Abouna was hired on a limited term appointment under the 80-20 rule, but it was clear his position was intended to be ongoing. For this reason, the committee felt that he held a de facto probationary appointment, but was denied renewal without a proper academic evaluation or access to appeal procedures.

In its non-renewal of Dr. Abouna's appointment on the grounds that he had been dismissed from Foothills Hospital, the committee argued that the Board of Governors disregarded the fact that he had been wrongfully dismissed from the hospital.

The committee also determined that the Board of Governors turned down a recommendation from the University President for another appointment for Dr. Abouna, and refused to hear a petition from 200 faculty members asking for a fair hearing.

Finally, the Board of Governors refused to agree to any binding mechanism to resolve the dispute.

The CAUT cited the above findings in its motion to censure Calgary's Board of Governors.

For complete reports on the censures, see page 15.

University of New Brunswick

FACULTY OF FORESTRY

Chair in Forest Tree Improvement

Through the generosity of a group of New Brunswick forest industries, funds have been provided to create and support a new Chair in Forest Tree Improvement in the Department of Forest Resources.

Applications are invited from highly qualified and experienced forest scientists. The incumbent will be expected to initiate and develop a program of teaching, research and collaboration with industry in the area of tree breeding and genetics as applied to forest tree improvement, stand improvement and long term enhancement of wood quality.

It is expected that the appointment will be made at a senior level. Appropriate technical support and facilities will be provided. The appointment will be made as soon as a suitable candidate can be located.

Applications or enquiries should be directed to:

Dr. A. J. Kayll
Chairman, Department of Forest Resources
University of New Brunswick
P.O. Box 4400
Fredericton, New Brunswick E3B 5A3 Canada

UNIVERSITY OF NEW BRUNSWICK

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LETTERS LETTRES

very low income group (i.e. those receiving social assistance) and the low income group (those with family incomes well below average but not eligible for major social assistance) then the picture became clearer. Students from very low income families were grossly underrepresented at University but students from low income families were in fact slightly over-represented compared to those from middle income families.

It is clear that if these results are still true, and I know of no reason why they shouldn't be, then we are addressing ourselves to the wrong problem. The true problem is that of assisting children from very underprivileged backgrounds to obtain sufficient education and encouragement to seek University entrance. While assistance to University students in the form of bursaries and loans is inadequate, such assistance must be based on a particular students needs and not on the accident and often irrelevance of his parents income. The major problem lies earlier on in the pre-University education process.

In my work with Native peoples who represent a large fraction of the very low income group in the province of Manitoba, the problem is definitely not lack of financial assistance to students who wish to enter University. It is the problem of bringing the student up to University entrance level, and giving the student the motivation to enter University. Lack of motivation to attain any educational level permeates the very low income group. Extreme levels of truancy are at the same time one of the greatest barriers to an adequate education and also proof of this lack of motivation in both parents and children. Truancy is of course not the whole story, there is also need for considerable injection of money into special educational programs, health care programs, counselling etc. for the underprivileged. A significant fraction of children from low, and particularly very low income families suffer from identifiable brain damage due to early malnutrition and disease, a problem which cannot be solved by juggling student aid.

I repeat that if we are going to have equality of opportunity for University education in this country then we must first of all make sure that every child with ability receives an adequate pre-University education to enable him or her to profit from and want to obtain a University education.

Sincerely yours,
F. Konopasek
Assoc. Prof.
Univ. of Manitoba

A grim parallel

As an editor of a journal in the social sciences, I read with what I hope can be a sense of legitimate detachment Michael Cardy's description of the adventures of a manuscript working its way through the labyrinthine world of editorial rejection and acceptance in the humanities, *(CAUT Bulletin,* April/79, pp. 15-16).

I say detachment because surely the social sciences, being as they are so assiduously scientific, work with greater rationality, ease, and dispatch than the humanities. But if readers in the social sciences find a grim parallel between their positions in the publish or perish (or is it publish and perish?) scholarly whirl, perhaps I may offer a word of advice.

Cardy is hoisted on his own petard. He says his manuscript was rejected (a) because it was judged on revision to be inappropriate for the journal to which it was submitted, (b) with unceremonious dispatch, no reason given, (c) with the recommendation that it be submitted to a less specialized journal, (d) because it was stylistically inappropriate for the journal to which it was submitted, and (e) because of conflict of opinion between two reviewers. All this took place before the manuscript was finally accepted by a journal edited by a noted idiosyncratic scholar.

My question to Cardy and others who might be smarting under similar perceptions of unkind treatment is to ask why he didn't submit to the journal which accepted his manuscript in the first place. Any editor will admit to having an insatiable desire for quality manuscripts which fit the focus and emphasis of the particular journal he edits. But authors often write with little or no consideration for the special emphases of the journals to which they submit. Cardy gives himself away when he says, "I send my work only to journals of which I approve, though I do not necessarily approve of them for the same reasons." He should use this same discrimination in selecting the journals to which he submits his work as well as the ones he reads. Otherwise, his manuscripts will join the many others which appear metaphorically as a lot of freight cars shunting back and forth about a railway yard in desperate search of a benign locomotive to which they may attach themselves. All this generates a lot of heat and steam, but does nothing to accelerate the processing of suitable as opposed to unsuitable manuscripts. The distinction between the two is in the first instance the responsibility of the author.

Yours very truly,
W. John Harker
Editor-in-Chief
Canadian Journal of Education/
Revue canadienne de l'éducation

Senescence a threat to universities

According to an official report released in October 1978 by the Quebec Department of Education *(Caractérisation 1976-77 du personnel professionnel enseignant et non-enseignant des universités du Québec),* the mean age of full-time university teachers employed in the province's nine university-level institutions rose, between June 1, 1976 and June 1, 1977, from 38.96 to 39.47 years (p. 23). The more recent interim report of the Study Commission concerning the future of Laval University, headed by Professor Léon Dion, confirms these findings and further elucidates them. Basing itself on the results of an actuarial survey conducted by the Intramural Bureau de recherches institutionnelles sur la structure d'age des professeurs, the Commission predicts that, between 1975-76 and 1985-86, the mean age of Laval teaching staff "passera de 39.4 à 47.6 ans, soit une augmentation de 8.2 années, ce qui correspond *grosso modo* à la situation dans l'ensemble du Canada quant à l'augmentation moyenne ...' *(État des travaux de la Commission d'étude sur l'avenir de l'Université Laval,* II, ii B 4, p. 6) Insofar as the Commission's prediction is accurate and representative of the Canadian academic community as a whole, this means, in effect, that university teaching staff in this country may be expected to continue aging at a rate only marginally lower than the natural, biological rate of senescence.

The reasons for this state of affairs are fairly obvious. Declining birthrates, espécially in Quebec, and a sustained climate of fiscal austerity have severely reduced the number of new academic appointments; in the aftermath of the unusually large backlog of junior lecturers hired during the expansionistic 1960's and still within the system, the universities find themselves over-staffed and underattended. These circumstances, combined with the substantial gains made by professional unions in the area of employment security, have all tended to reinforce job immobility.

Whatever its reasons, the academic and political implications of the phenomenon of corporate aging are nevertheless profoundly disturbing. Ideally, in a "steady state" economy, the mean age of university teachers, as indeed that of any professional corporation, ought to remain more or less stable, with the influx of new staff by and large compensating for the outflow of old. One might reasonably expect the mean-age spectrum to shift somewhat lower in times of expanding student populations (and, consequently, of increased teacher demand) and somewhat higher in the contrary case — though not to the alarming degree predicted by the Dion Commission. As things are, the prospect facing our universities in the medium and long term is anything but reassuring.

Is the Canadian academic community as a whole irreversibly on the path to senescence? If so, will the standards of teaching and the quality of research not inevitably decline, as the vigour and dynamism of bright young scholars gradually subside into the intellectual conservatism of middle age? How will the political and ideological complexion of our universities express what will probably be a shift to the right in their professors' mentality? Finally, will the increasing age gap between students and teachers ultimately erect insurmountable barriers between them, creating an atmosphere of distrust and incomprehension and discouraging the most gifted students from attending university?

In a well-known essay on "The Stages of Life" *(Die Lebenswende,* 1931) Carl Gustav Jung speaks of the dramatic personality changes likely to beset men about the age of forty. In some, the crisis manifests itself in the form of new inclinations and interests; in others, in a hardening of attitudes and convictions. Few, Jung asserts, escape its influence altogether. With the mean age of Canadian university teachers hovering on the brink of the climacteric, one can only wonder somewhat uneasily what peripeteias the 1980's will bring.

Yours sincerely,
Thomas A. Reisner, PhD.,
Professor of English,
Laval University

UNIVERSITÉ LAVAL

PROFESSEUR EN GÉNIE MÉCANIQUE

POSTE:
Le Département de génie mécanique de l'Université Laval doit combler prochainement un poste de professeur à plein temps pour participer à l'enseignement et à la recherche aux niveaux du baccalauréat et des études supérieures.

FONCTIONS:
—Enseignement de cours de projets et participation à l'enseignement dans le domaine de la construction mécanique.

—Participation aux activités de recherches et d'encadrement des étudiants de même qu'aux autres aspects de la vie universitaire.

QUALIFICATIONS:
Le candidat doit être titulaire du diplôme d'une école d'ingénieurs reconnue et être membre de l'Ordre des Ingénieurs du Québec, ou y être admissible. Un diplôme de maîtrise en génie est souhaitable mais non essentiel. Par contre, le candidat devra avoir une expérience industrielle diversifiée d'au moins 10 ans dans des fonctions impliquant des responsabilités techniques et administratives en projets et fabrication. Enfin, le candidat devra être en mesure d'enseigner en français.

TRAITEMENT:
Le traitement dépend du rang académique et de l'expérience du candidat et il est établi selon les normes de la convention collective en vigueur.

Prière de faire parvenir un curriculum vitae le plus tôt possible à:

Dr. Pierre Desrochers, ing., directeur
Département de génie mécanique
Faculté des sciences et de génie
Cité universitaire
Québec G1K 7P4

Status of women academics

A proposal to move women's issues from a specially designated women's committee to the centre of the CAUT's major concerns was approved by the CAUT Council at its annual meeting in May.

In their proposal, members of the CAUT's Committee on the Status of Women Academics urged the Association to redefine the areas of responsibility and terms of reference of its major standing committees to reflect concern with "those issues that have implications for gender differences".

Specifically, the committee made the following recommendations, which were approved in full by the CAUT Council:

* *

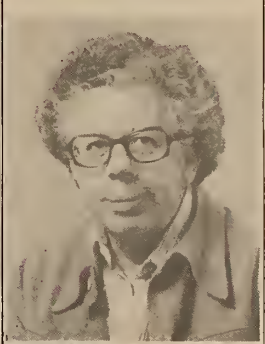
1) That the Committee on the Status of Women Academics be abolished along with its structure of corresponding members;
2) That the terms of reference of the Academic Freedom and Tenure Committee, the Collective Bargaining Committee, and the Economic Benefits Committee be amended to redefine their areas of responsibility to include concern with gender differences in the areas with which the committees deal;
3) That the Collective Bargaining Committee be requested to arrange the programme of the annual collective bargaining conference so that the issues of concern to women faculty members are addressed;
4) That the CAUT Board and Council be instructed to search out qualified women candidates for the named offices of CAUT;
5) That provincial constituencies be urged to search out qualified women candidates for the Board;
6) That the Executive Secretary of CAUT and the Administration Committee be instructed to search out qualified women candidates for professional and management posts within the CAUT;
7) That the terms of reference of the Vice-President Internal be amended so that the Vice-President Internal will have an administrative responsibility to oversee the implementation of this policy, to report in writing annually to the Board and Council of CAUT, and to the membership of the CAUT through a written report in the *CAUT Bulletin*.

* *

In other business conducted at the council meeting, three women were elected to positions on the two senior standing committees of the CAUT. Professor Katherine Swinton of the Faculty of Law at the University of Toronto was elected to the Collective Bargaining Committee. She is the second woman to sit on the committee since its beginning. Also, Professor Evelyn Moore-Eyman of the Department of Educational Curriculum and Instruction at the University of Calgary and Professor Beverly Baines of the Faculty of Law at Queen's University were elected to the Academic Freedom and Tenure Committee. They join Professor Kaye Kerr of the Department of Psychology at the University of Winnipeg, who also sits on the twelve-member committee.

CAUT COUNCIL 1979

Professor Israel Unger



Professor Roland Penner

FAPUQ and CAUT ratify new accord

A new accord between FAPUQ and CAUT, which was hammered out in several meetings between the two associations over the past year, came into effect September 1.

The agreement, which was ratified by both parties in August, sets out the general framework within which FAPUQ and CAUT will co-operate and co-ordinate their respective activities.

Specifically, the agreement confirms that the associations and unions which are members of FAPUQ are also members of CAUT, with FAPUQ representing its members in dealing with CAUT.

The agreement defines the relationship of the two associations in the following areas: relations with governments; defense of professors seeking help from the AF & T committees of either organization; collective bargaining; representation of FAPUQ within CAUT.

Relations with governments

Regarding relations with governments, CAUT will no longer attempt to set out FAPUQ's opinions to government when FAPUQ dissents from the CAUT view. CAUT will now merely indicate that FAPUQ's view is different and FAPUQ will make its own position clear.

Academic freedom and tenure

FAPUQ now has an AF & T committee. Quebec cases will go initially to FAPUQ but at the option of the grievor will be transferred to CAUT.

Censure remains entirely the jurisdiction of CAUT's Council and Board, with advice from FAPUQ on Quebec cases.

Unionization and collective bargaining

While FAPUQ and its member associations have assumed responsibility for unionization and collective bargaining in Quebec, FAPUQ and CAUT will seek to share their experience and their resources in this field. The two organizations will undertake various joint activities — preparation and publication of studies, joint symposia — with each being treated as a separate program with its own budget.

Representation of FAPUQ within CAUT

The makeup of the Quebec representation to Council will be decided in accordance with FAPUQ's constitution by FAPUQ. The FAPUQ constitution guarantees locals the right to represent themselves if they wish or allows them to assign their votes to FAPUQ.

Representatives of FAPUQ on the CAUT Board will be appointed for two years by the Board of FAPUQ and will be chosen from among the FAPUQ delegates or alternates to the CAUT Council.

FAPUQ will not vote on CAUT fees outside Quebec and will exercise only unweighted votes on CAUT budget related matters.

Financial arrangements

The monetary aspects of the agreement recognize that FAPUQ carries out tasks in Quebec that CAUT performs for the rest of Canada.

The annual cost of the services FAPUQ receives from CAUT is estimated to be $36,000.

Liaison Committee

FAPUQ and CAUT will create a permanent liaison committee composed of a vice-president, a nominee of the Board, and the senior professional officer (Executive Secretary and Director General) from each organization.

The liaison committee will have the power to interpret the accord, to establish detailed procedures for the better working of the accord, and to order compliance if elements of the accord are breached.

CAUT elects new executive

The Canadian Association of University Teachers has elected Roland Penner as its new President and Professors Israel Unger and James Daniels as its two Vice-Presidents for the 1979-80 academic year. The election took place at the CAUT annual Council meeting in May.

Professor Penner, Professor of Law at the University of Manitoba, has had a long association with the CAUT. He served as a member of the Collective Bargaining Committee from 1973-1978, occupying the position of Chairman for the final three years. During the 1978-79 academic year, he served as Vice-President of the Association.

Professor Penner has been a member of various professional and academic organizations, including the Canadian Council on Social Development and the Administrative Committee of the National Legal Aid Research Centre.

From 1972-1978, he was Chairman of the Board of the Legal Aid Services Society of Manitoba. He has published a number of articles on faculty collective bargaining, legal aid, police and the law, and on the legal aspects of drug abuse.

Professor Unger is a Professor of Chemistry at the University of New Brunswick. As the Vice-President Internal, he will act as Chairman of the Administration Committee.

Professor Unger has been a member of the CAUT Board of Directors since 1972, serving on the Executive since 1977. From 1977 to the present, he has served as Chairman of the Relations with Government Committee. In addition, he has sat on various committees concerned with relations with FAPUQ.

Professor Unger has also been very active in faculty association affairs at the provincial and local levels. He has served as President of both the Association of University of New Brunswick Teachers and the Federation of New Brunswick Faculty Associations and as Chairman of a number of AUNBT committees over the years.

Professor Daniels, Professor of Physics at the University of Toronto, is the CAUT's Vice-President External. His responsibilities will be to handle relations with member associations and to represent the CAUT with affiliated organizations.

Professor Daniels was the President of the University of Toronto Faculty Association in 1976-77. He has served on various committees of the National Research Council of Canada and on the Council of the Great Lakes Institute and was a member of a telecommission study for the federal government.

Professor Daniels is a fellow of a number of learned societies, including: the Royal Society of Canada, the Royal Society of Arts of London, the Institute of Physics (London), the Physical Society (London). He is a member of the Canadian Association of Physicists, the New York Academy of Sciences, and is socio activo de la Association Fisica Argentina.

Professor Derek Sida continues in his position as Treasurer of the CAUT.

CAUT Central Office Staff

			Support staff
Donald C. Savage	*Executive Secretary*	Relations with Government Association Affairs Collective Bargaining	Connie Brown
Victor W. Sim	*Associate Executive Secretary*	Academic Freedom and Tenure National Committee- Librarians Status of Women	Linda St. Pierre
Jill Greenwell	*Professional Officer*	Relations with Governments	
Ronald Levesque	*Professional Officer*	Collective Bargaining	Colette Deschamps
Edward Bartley	*Professional Officer*	Legal Aspects of Employment Relations	
Sue Feldman	*Professional Officer*	Junior Collective Bargaining Officer	
Robert Léger	*Professional Officer*	Economic Benefits, Salarics	Mary-Anna Ruedl
Rosalind Lambert	*Research assistant*	Economic Benefits, Salaries	
Helen Baxter	*Professional Officer*	Acting Editor, CAUT Bulletin Information Officer	Cecile Emond
John Bonang	*Administrator*	Fees Office administration	Esmée Whitaker
Penny Plamondon	*Bookkeeper*		
Robert Moore	*Documents Clerk*		
Liza Duhaime	*Receptionist*		

Malloch receives Milner Award

Professor Archie Malloch of McGill University has been granted the Milner Memorial Award by the Canadian Association of University Teachers for his services to the cause of academic freedom.

The Milner Memorial Award, which is the only formal honour conferred by the CAUT, is granted in honour of Professor James Milner, who during the 1960s played a pioneering role in developing the function of the CAUT's Academic Freedom and Tenure Committee. Professor Milner died in an airplane accident near the close of his term as chairman of that committee.

The award in Professor Milner's memory may be given once annually for "a distinguished contribution to the cause of academic freedom or for actions undertaken on behalf of academic freedom, or for writings which contribute significantly to an understanding and strengthening of academic freedom in the Canadian community".

Professor Malloch has been deeply involved in academic freedom and tenure affairs both at McGill and the CAUT for over a decade. He chaired the Academic Freedom and Tenure Committee in the early 1970s. During that time he played an important part in the formulation of CAUT policies on academic freedom, and a key role in refining the method which the AF&T Committee has developed for dealing with grievances.

The Milner Award has been granted on only three previous occasions, the last five years ago. The three previous recipients are Mr. Justice Bora Laskin (1971), Professor J. Percy Smith (1973), and Professor Harry S. Crowe (1974).

Professor Malloch was presented with the Award at the CAUT's annual meeting May 16.

CAUT joins fight against book banners

The Canadian Association of University Teachers has committed its support to The Writers Union of Canada in its struggle against the banning of literary works in secondary schools by school boards across the country.

The CAUT voted unanimously in favour of supporting The Writers Union and other organizations of teachers and educators at its annual meeting May 17.

The vote came at the end of a special workshop on obscenity. The workshop, led by guest speakers June Callwood and Warner Troyer of The Writers' Union and Professor Tom Collins, head of the English Department at the University of Western Ontario, focused on the need for educators at all levels across Canada to join forces to combat grave threats to our literary and artistic freedom.

In a panel discussion, Ms. Callwood alerted the CAUT delegates to the very real danger posed by the book banners. She said that the problem in the United States had already reached critical proportions, where in some areas, notably Texas, standard dictionaries were being banned by state school authorities. The message teachers are getting all across North America, she said, is that their jobs are in jeopardy if they introduce certain books in their curriculum.

Ms. Callwood also cited the threat to intellectual freedom posed by proposed federal obscenity legislation. Referring to Bill C-21 — obscenity legislation introduced in the last Parliament — Ms. Callwood said there should be no laws governing obscenity or pornography, apart from those affecting children, which she said should be strengthened.

Speaking against the argument that pornography encourages crime, Ms. Callwood said that studies conducted in the United States have shown no positive correlation between pornography and sex crimes. She pointed out that studies show that in countries where pornography has been given free rein, such as Denmark and Sweden, the incidence of sex crimes, particularly against children, has actually dropped.

Mr. Troyer, who heads The Writers Union's Political Action Committee, contended that "the most sane thing" Canadians can do is to "get rid of all this damn legislation" which promises one law for the elite and one law for everyone else. Our strength lies in the expression of public opinion, not through a change in laws, he said.

In respect to the growing problem of book banning, Mr. Troyer warned the delegates that book banners are "after your civil liberties as teachers". He reported that at a gathering of 40 secondary school teachers, which he attended recently, only one had Margaret Laurence's *The Diviners* on his reading list.

In summing up the discussion, Professor Collins said that the frightening thing about these pressure groups is that they are operating primarily at a local level, concentrating their efforts on sincere, serious minded parents who are concerned about their children. For this reason, the problem must be tackled at the local level, he said. Professor Collins urged members of the CAUT to join forces with elementary and secondary school teachers in their areas in forming positions of response to local pressure. **H.B.**

Status of women

Professor Israel Unger, the CAUT's Vice-President (Internal), reports to the Council on CAUT activities in areas affecting women faculty members. Dr. Victor Sim, Associate Executive Secretary of the CAUT, is the central office contact for queries about the status of women.

University of Saskatchewan

DEAN OF NURSING

Applications and nominations are invited for the position of Dean of Nursing with the appointment to be made effective July 1, 1980.

The College of Nursing currently has a complement of 28 full-time faculty including the Dean and an Assistant Dean. 1978/79 enrollment in the four-year baccalaureate program was 350 full-time students.

Applicants must have appropriate academic and professional qualifications and the necessary leadership and management skills to direct effectively this important segment of the University's Health Sciences program.

Nominations and applications with complete resumes will be accepted until 15 December, 1979 and should be addressed to:

Dr. R. W. Begg, President
University of Saskatchewan
Saskatoon, Sask. S7N 0W0

Rights of academic administrators, departmental chairmen

The Canadian Association of University Teachers at its annual Council meeting passed a policy supporting the academic freedom of administrators outside the bargaining unit.

Member associations of the CAUT should defend the interests of academic administrators just as they would students or support staff removed for reasons which violated academic freedom or civil liberties, the Association said.

Some years ago, the CAUT Executive authorized the Academic Freedom and Tenure Committee to investigate cases involving academic administrators, but it was not until this year's meeting that the Council discussed the matter and created a policy statement. The AF&T Committee recognized that many faculty associations, particularly those which are certified, are not in a legal position to negotiate contracts for administrators. But they are, so it argued, in a position to protest violations of academic freedom and to insist on due process.

The Committee also recognized that academic freedom in this context does not mean a license to oppose the most significant and sensitive policies of the Board of Governors. Those senior administrators who find themselves opposed to the Board of Governors on such fundamental issues should resign their administrative posts and fight the policies as faculty members.

The Council concurred with this view of the AF&T Committee but noted that this approval should not be interpreted as approval for undemocratic appointment procedures or for the lack of fixed terms.

Departmental chairmen

The CAUT Council passed a policy regarding the rights and responsibilities of departmental chairmen who are included in bargaining units or for whom faculty associations negotiate outside collective agreements.

The policy calls on faculty associations to bargain for the chairmen in good faith. It asks them to establish a minimum reasonable time release so that the chairman is not required to undertake excessive workloads. It also asks for the establishment of provisions such as leave for retooling to allow the chairman to return to full-time academic duties after his or her term as administrator.

The CAUT called on faculty associations to negotiate arrangements for chairmen. On the one hand the Council called for procedures to allow members of the department to have effective participation in the choice of chairmen, as well as in the formulation of key departmental policy. It called for provisions for review and for recall. At the same time, the Council insisted that chairmen have the right to due process in appointment, renewal, removal or recall.

The Council acted on the advice of its Academic Freedom and Tenure Committee and its Collective Bargaining Committee.

"The Council was seeking a balance between the individual rights of chairmen and the collective rights of the department as a whole", said Donald Savage, the Executive Secretary of CAUT.

Assessments in fine arts

A policy regarding assessments in the fine arts was also passed by the CAUT Council.

The Academic Freedom and Tenure Committee reported that it had found difficulties in handling grievance cases in the fine arts because the manner in which faculty members were judged for renewal or tenure was somewhat different in this area. Some faculty members conduct research in a manner similar to the faculty of humanities—research in art history, publication on technical problems in the fine arts and the like. Others, however, are hired and judged on their capacity as creative artists—painters, musicians, sculptors, etc.

The AF&T Committee argued that it was necessary to adapt the regular university policies in such matters as appointment, renewal and tenure to reflect the variety and the special nature of contractual arrangements in the fine arts.

The Council agreed and passed a policy to give guidance to universities with departments or faculties of fine arts.

J. H. Stewart Reid Fellowship

Faye Rieger, a doctoral candidate at York University, is the recipient of the $3,500 1979 J.H. Stewart Reid Memorial Fellowship.

Ms. Rieger's doctoral work includes a broad study of Canadian, British, Australian, French and American contemporary novels. For her doctoral thesis, she plans to concentrate on the work of Joyce Carol Oates.

Ms. Rieger is a graduate of William Smith College, Geneva, New York (B.A.) and the University of Waterloo (M.A.). She intends to seek a university instructorship upon completion of her studies at York University.

The J.H. Stewart Reid Memorial Fellowship was established by the Canadian Association of University Teachers through voluntary contributions to honour the memory of the first Executive Secretary of the Association. The $3,500 fellowship is available to Canadians pursuing post-graduate work in Canada.

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BARGAINING TALK NÉGOCIONS

by Ted Bartley (CAUT Collective Bargaining Officer)

Since the last Bargaining Talk Column in the May 1st Bulletin, there have been a number of developments in Collective Bargaining at Canadian Universities. In particular, the LAURENTIAN University Faculty Association was certified on July 9, 1979 as exclusive bargaining agent for faculty and professional librarians. In its written reasons, the Ontario Labour Relations Board addressed the question of the inclusion of Directors of Professional Schools in the bargaining unit, a point which had been contested by the University. After outlining earlier Board decisions at CARLETON and WINDSOR, Chairman Arthur Haladner found that the Directors in question play a similar role in the decision-making process at LAURENTIAN to that performed by department chairmen at CARLETON and department heads at WINDSOR. "While there are some differences in certain isolated areas, the Board is satisfied that their duties and responsibilities are not in any fundamental respect different. The evidence is that they play a part in a process of shared decision-making and do not, in areas of greatest importance, i.e., hiring, tenure, promotion and dismissal, play a dominant role which would entail the risk of a conflict of interest. Our conclusion, after considering the evidence, is that the Directors of the School of Engineering, Translators and Int., Nursing, Social Work, Education and Physical Education do not exercise managerial functions within the meaning of Section 1(3) (b) of The Labour Relations Act and, accordingly, that they are included in the bargaining unit."

Meanwhile, two other certification campaigns remain in progress. The faculty of the NOVA SCOTIA TECHNICAL COLLEGE have commenced a sign-up... Also, at the time of writing, the LAKEHEAD University Faculty Association was awaiting a decision on the granting of an interim certificate. Although most of the formalities have been completed, the University is contesting the inclusion of professional librarians in the bargaining unit. This is so notwithstanding the fairly strong set of precedents for their inclusion from across the country. Ontario practice allows the granting of an interim certificate however, which would permit the faculty to commence negotiations while the librarians' question is being considered by the Board.

Turning to negotiations, it has been quite a busy summer for bargaining. For the monetary side of this process, members should be aware of a new publication entitled "FACTS & FIGURES: CAUT Update on Economic Benefits", which is edited by Economic Benefits Officer Robert Léger. It contains regularly updated details of university settlements and is mailed monthly to local salary and fringe benefit chairmen, as well as local presidents.

Of particular interest in this area is the recent interest arbitration award of Mr. Bryan Williams which provided a total salary package of 11.94% for academic staff at the University of Manitoba (8.0% scale; 3.94% merit and career development). In the Final-Offer-Selection (total package) arbitration procedure, Mr. Williams was faced with a choice of either the University's proposed 8.51% or the faculty's proposal. In opting for the latter "final offer", the arbitrator considered the "ability to pay" argument at some length.

> It is obviously for the Government of Manitoba or its granting authority and not for me as Arbitratur, to establish the priorities for Provincial expenditure. I can only conclude on the evidence before me that the Government has not been persuaded, whether on a priority consideration or otherwise, to grant to the University those funds required for both academic and administrative purposes on the same basis as other Provincial governments have done throughout both the western Provinces and for the most part, the eastern Provinces as well.
>
> Public sector interest dispute arbitrators have always been troubled by the ability to pay argument. From the funded agencies point of view, it is better expressed as an inability to pay because of someone elses budgetary restraint. If I were to treat the "ability to pay argument" as the all important argument from the public sector employer's standpoint, then both the collective bargaining process and the ultimate arbitration or final offer selection would be meaningless since the employees in such a situation would be given whatever the funding authority decided they should get rather than what they are able to bargain at the table. In such a situation, the employees could well be the victims of government pencil sharpening or the unfortunate pawns in a power play.
>
> On the other hand, for an Arbitrator to ignore the ability to pay argument completely, is to make a decision without heed to serious repercussions which may go well beyond the immediate dispute in question and could conceivably have a long ranging and seriously destructive effect not only on the institution but on the very employees who argue against it. I have accordingly arrived at the conclusion that the responsible Arbitrator must consider the ability to pay argument just as he does in industry; he must in other words, in the public sector just as is done in the private sector, hear and consider the employer's financial concerns and budgetary situation over the next Collective Agreement term. As earlier stated however, this is only one of the factors to be considered and it is by no means a conclusive factor in the resolution of the dispute. (Emphasis added).

In the contract administration area, several awards have recently been received, and an update of the CAUT ACADEMIC ARBITRATION SERVICE can be expected sometime in October. It is hoped that three ongoing dismissal for cause cases at OTTAWA, LAURENTIAN and CARLETON will be available for inclusion at that time . . . It appears that the Second Annual CAUT NATIONAL BARGAINING CONFERENCE will have a capacity attendance of about 130. We expect a feature story on the proceedings will be included in the October Bulletin . . . Also planned for next month is an update of the chart showing involvement in both special plan and legal status collective bargaining.

Report of the Collective Bargaining Committee

This is a summary of the annual report of the Chairman, Collective Bargaining Committee.

Growth

The number of CAUT-affiliated faculty associations that have been certified and/or have gained voluntary recognition from provincial labour relation boards now stands at 24 with another 6 associations bargaining under a special plan arrangement, i.e., collective bargaining outside the provisions of labour legislation. What this means in real numbers is that over 12,000 academic staff at Canadian universities are covered under provincial labour acts and close to 6,500 more are covered under special plan collective agreements.

Successful certification campaigns were undertaken at Dalhousie, New Brunswick and Laurentian during the past year, and Lakehead has an application for certification pending before the Ontario Labour Relations Board.

CAUT support services

This year, as in the past, CAUT support to faculty associations continued to show itself in many different areas.

1. The Collective Bargaining Committee is presently working on, or has completed work on clause finders, model clauses and/or guidelines on the following subjects: Inclusion of Department Chairmen in the Bargaining Unit, Programme Redundancy, Financial Exigency, Management Rights, Appointments, Grievance Procedure, Access to Information, Special Plans, Part-time Academic Staff, Contract Re-openers, Notice to Bargain, Voluntary Recognition, and Interest Arbitration.
2. The Collective Bargaining Committee has recommended disbursements of $18,131.68 to six (6) faculty associations from the Collective Bargaining Fund. These disbursements were to the faculty associations at St. Thomas More, University of New Brunswick, Université Sainte-Anne, Dalhousie, Laurentian and Brandon.
3. Professional officers and/or Committee members have assisted at all stages of the various certification drives that were undertaken, have provided information on and participated in negotiations and have offered advice on grievances and arbitrations.
4. The CAUT Labour Education Program has continued with professional staff and Committee members having organized various workshops on collective bargaining and contract administration at York, Brandon, New Brunswick and Lakehead. This past fall a three-day Collective Bargaining Conference involving approximately 100 participants was organized. The purpose of the Conference was to orient faculty members involved in collective bargaining to some of the issues which present themselves during negotiations. Workshops were held on such topics as Financial Exigency and Redundancy, Compensation, Seniority, "Job Actions", and Arbitration. A Collective Bargaining Simulation was also run.

Future issues

As to future roles which the Committee may adopt, we are of the view that the present major role of the Committee, which is directed to the shepherding of certification applications through the pitfalls which await them, will eventually wither away as more and more universities are certified, agree to voluntary recognition or adopt some sort of "special plan". The set of target universities is a fixed, if not dwindling set, and as we achieve continued success in certification the task remaining becomes smaller and smaller.

On the other hand, we think that new roles are already emerging for the Committee and we expect that others may surface as well. We can foresee at least four areas where faculty associations have already sought our assistance, and where we expect the demand for services from the Committee to increase in the future. These are:

1. Continued provision of training for negotiators, grievance officers and lay advocates.
2. Involvement in the development of objectives relating to the content of collective agreements across the country, and in the analysis of the results of collective bargaining.
3. Involvement in the grievance process and in the arbitration of important grievances, particularly those which have a national dimension.
4. Continued provision of advice on crucial collective bargaining issues as they arise in local negotiations and contract administration.

As I have indicated, each of these areas has already involved members of the Collective Bargaining Committee and of the CAUT staff, and we are of the view that demand for services in these areas will increase in the future. We consider each of them to be important, and we believe that the direct involvement of the Collective Bargaining Committee in assisting and advising the professional officers will provide local associations with a wider perspective and valuable resources of a very sophisticated kind.

The Committee

Committee members were:

K. Swan — (Law) Queen's — **Chairman**
G. England — (Law) Calgary
R. Kerr — (Law) Windsor
J. Boivin — (Industrial Relations) Laval
L. McCaughey — (Law) Ottawa
T. Eadie — (Library) Waterloo
M. Thompson — (Commerce) UBC
B. Hansen — (Law) Calgary
H. Snow — (Law) Manitoba, replacing A. Brook, Carleton

Facts and Figures

The CAUT has started publishing *Facts and Figures*, an update on economic benefits. Some of the information contained in this new publication, for example salary settlements, has been sent each year to faculty associations. This information bulletin will be published on a regular basis, at first once a month and then twice a month. It will be sent to salary chairmen and/or fringe benefits chairmen at each faculty association in the east and the west. A copy will also be sent to the CAUT Board members.

L'Institut d'études pédagogiques de l'Ontario

Invite les personnes intéressées à faire une demande ou proposer des noms de candidats pour le poste de

DIRECTEUR

Le candidat entrera en fonction le 1er août ou vers le 1er août, succédant au directeur actuel C. C. Pitt qui prend sa retraite

L'Institut d'études pédagogiques de l'Ontario a été créé par décret provincial en 1965 pour oeuvrer dans trois domaines principaux relatifs à l'éducation: les études graduées, la recherche et développement et le développement régional. L'Institut a des effectifs de plus de 2000 étudiants dont plus d'un quart à temps plein. Il comprend également 150 professeurs qui bénéficient du concours d'un important corps de chercheurs.

Le directeur en tant que chef de l'exécutif est responsable de la gestion générale et du bon fonctionnement de l'Institut et est responsable devant le bureau des gouverneurs. On s'attend à ce que le directeur dirige les efforts de l'institut dans les trois domaines mentionnés plus haut et fasse preuve de leadership à l'intérieur de différents programmes d'études graduées au niveau de la maîtrise et du doctorat. On s'attend aussi à ce que le directeur établisse des liens avec les ministères fédéraux et provinciaux appropriés, avec les systèmes scolaires de la province et avec le monde de l'éducation en général.

Le mandat est de cinq ans et est renouvelable. Le salaire est à débattre.

On est prié de joindre un C.V. à la demande d'emploi ou un texte de soutien à l'appui du ou des noms proposés. Faire parvenir le tout à:

Dr. Taylor H. Evans
Président du bureau des gouverneurs
Comité pour la recherche d'un directeur
Chambre S1217
L'Institut d'études pédagogiques de l'Ontario
252 Ouest, rue Bloor,
Toronto, Ontario M5S 1V6

DALHOUSIE UNIVERSITY

Faculty of Arts and Science

Application for Dean of the Faculty

The current term of the Dean of the Faculty of Arts and Science ends in June, 1980. Persons interested in making application for the position are invited to write to the Secretary of the Advisory Committee, giving full details of teaching, research and administrative experience, and including the names of referees who can be contacted by the Committee.

The Faculty of Arts and Science is made up of over twenty separate departments. The Dean is expected to provide academic leadership to the Faculty, and he is responsible for advising the President on appointments, promotions, tenure, and budgetary matters relating to the Faculty.

All replies will be treated in confidence. Replies should reach the Secretary no later than October 15, 1979.

A. M. Sinclair
Secretary, Advisory Committee on the Deanship
Department of Economics
Dalhousie University
Halifax, Nova Scotia, Canada
B3H 3J5

CAUT rejects CLC affiliation

The Canadian Association of University Teachers has rejected for the present the idea of affiliation with the Canadian Labour Congress.

The CAUT's decision not to join the CLC was made in response to a recommendation put forth by its Collective Bargaining Committee at the Association's annual meeting in May.

The Committee cited the reasons for its recommendation in its study of the implications for the CAUT of affiliation with the CLC. It concluded that:

While the CLC has dropped its anti-communist policies, its new policy has not yet been tested;
The CAUT would not greatly benefit from any of the technical, research or other resource services offered by the CLC;
The CLC does not have much political influence at the present time due in part to its adamant opposition to the anti-inflation program;
The CAUT would lack the effective support of the majority of trade unionists with regard to issues of crucial importance to CAUT interests;
The CAUT would be swamped in the total membership of the CLC and would likely have very little influence on policy matters;
Many individual CAUT members have expressed a concern that the form of collective bargaining engaged in by universities and colleges be "different" from that generally found in the industrial sector and also that it does not appear that the majority of the organizational members wish to join the CLC.

The CAUT Council decided against affiliation despite strong opposition from the Brandon University Faculty Association.

Arguing on behalf of BUFA, Professor Errol Black, of Brandon's Department of Economics, flatly rejected in a letter the arguments for non-affiliation put forth by the Collective Bargaining Committee. He strongly supported the role of the CLC, saying that its "very existence serves as a deterrent to the introduction of measures which could have very detrimental effects on workers — including academic workers — in this country".

Professor Black condemned the committee's report for arguing "what is essentially an elitist, insular and self-interested — 'We're all right Jack' — position.

"What the committee is recommending is that CAUT and university faculty in Canada remain aloof from the main struggles of our time and concentrate on promoting its own interests. That is, I would submit, a shameful position," he said.

The CAUT will again consider affiliation with the CLC at its next annual meeting. **H.B.**

Program redundancy — Layoffs or no layoffs?

The issue of programme redundancy sharply divided this year's CAUT annual Council meeting.

At its meeting last year, the Council passed a policy statement on financial exigency. The policy recognized that when there was a financial crisis in a university sufficiently grave to imperil the institution, the university in question could lay off academic staff. This was provided that an independent commission had verified the bona fides of the financial crisis and that certain strict policies were followed in regard to lay-offs, severance and recall.

This year, the Academic Freedom and Tenure Committee and the Collective Bargaining Committee recommended that the Council deal with the possibility of lay-offs caused by programme decisions rather than by a catastrophic financial crisis. The committees argued that associations might deal with this problem by negotiating a very strict definition of redundancy and closely defined procedures to deal with lay-offs in such circumstances. The committees recommended that tenured faculty members should not be laid off but should be retained, transferred or retrained. They did recommend, however, that in certain circumstances untenured staff might be laid off. It was argued that the path of realism lay in negotiating procedures which, while recognizing the possibility of redundancy, created tough but realisable procedures for dealing with the situation.

The Council flatly rejected this approach. Led by the delegations from the University of Alberta and the University of Regina, members argued strongly against any guideline which would recognize lay-offs for programme redundancy as distinct from financial exigency. It was suggested that such a bar already existed in the collective agreement at Regina and should be generalized across the country. It was also argued that the committees had lost touch with the membership on the issue and that the membership would not tolerate any such weakening of faculty contracts.

The Council referred the document back to the committees. They were instructed to produce a policy which, while not permitting lay-offs for reasons of programme redundancy, would address such questions as compulsory transfer and the conditions for such transfer, severance pay for those who preferred to leave voluntarily, and measures to ensure effective retraining schemes.

NOTES FROM WASHINGTON

by Clive Cookson

Each year about 2,500,000 young Americans take a standardized entrance examination to get into college or graduate school. An estimated 50,000 of them pay a total of $10 million for prior coaching by commercial schools, even though the Educational Testing Service (ETS), which sets and administers the examinations has long insisted that they are not susceptible to short-term coaching or cramming.

The obvious contradiction between the advertising claims of the coaching schools — that by spending two or three hundred dollars on a few weeks' tutoring a candidate can substantially raise his or her test score — and the claims of ETS — that last-minute coaching is ineffective because the examinations test verbal, mathematical and reasoning abilities developed over the candidate's lifetime — attracted the attention of the Consumer Protection Bureau of the Federal Trade Commission. The FTC spent three years analysing the effects of two major coaching establishments on Scholastic Aptitude Test (SAT) scores; and this summer, after much internal argument and dissent, the commission reported that coaching can benefit some students.

The FTC found that the chain of 88 coaching schools run by Stanley Kaplan, the best known coaching entrepreneur, raised their students' scores by an average 25 points on each section of the SAT. (The SAT is a multiple-choice test with two sections, verbal and mathematical, each marked on a 200-800 scale. It is the most important standardized admissions exam, being used by most American colleges — including all the most prestigious ones — as a major criterion for selecting undergraduate students.) However the second coaching establishment investigated did not have a significant effect on average SAT scores. The FTC said the difference did not necessarily mean Kaplan's coaching is better: it could be attributed to the fact that his students, unlike the second school's, tend to be "underachievers", who "score lower on standardized exams than would have been predicted given their personal characteristics" and high school performance.

The report eventually released by the FTC from its Washington headquarters was cautiously worded and hedged about with reservations — including a warning that it should not be read as an endorsement of coaching—although it was still generally regarded as a blow to the ETS stance that its objective tests are essentially uncoachable. At the same time the commission released an earlier analysis of the same data by its Boston Regional Office, which states far more strongly that coaching works.

"The standardized admission examinations are discriminatory in a number of ways," said the Boston report. "They discriminate against any individual who either: (1) cannot afford the cost of commercial preparation or (2) elects not to attend a commercial preparation course even if he can afford it, because of acceptance of the dogma promulgated by the test makers, test administrators and test users over the past 20 years that coaching is valueless." The Washington staff did not endorse the Boston report because of its "seriously flawed methodology."

Slightly abstruse

Though the controversy of the SAT's objectivity and susceptibility to coaching may seem slightly abstruse to outsiders, it has long been a lively educational issue in the United States, for both practical and philosophical reasons. The SAT is a major factor in determining who gets into the country's most prestigious colleges and universities — along with the candidate's personal characteristics and background, and academic performance in high school — and it is also used by less selective institutions to weed out hopeless applicants. Therefore the tensions of SAT-taking affect most American families at one time or another, and every year tens of thousands of middle class parents face the dilemma of whether to pay for special SAT coaching for their sons and daughters. That's the personal side of the controversy.

The wider political side is tied up with the belief, held with particular passion by many Americans, that every boy or girl should have an equal opportunity to go on to higher education, regardless of his or her background. In practice middle and upper class children have an inevitable advantage because their home life tends to be culturally richer and their schools better. So the realization that their parents can buy them a further slight advantage, in the form of SAT coaching, is offensive to some people. It's certainly offensive to the black leaders who believe most standardized tests are culturally biased against the poor and minorities.

The country's biggest teacher organization, the National Education Association (NEA), has been one of the most vociferous enemies of standardized tests. NEA executive director Terry Herndon delivered a typically scathing attack on the "testing industry" at the association's annual meeting in July. He said it was "unregulated, unquestioned and certainly unaccountable to consumers. The giant ETS alone, which hides under an 'educational' tax exempt label, yearly has more customers than General Motors and Ford combined yet provides nothing comparable to seat belts for its damaging products."

Herndon compared poor performance on standardized tests to "having a car without an engine . . . A person cannot go anywhere. Employment doors are closed by such testing operations as ETS, which appropriately terms itself the 'gatekeeper of the nation'."

$80 million revenue

ETS is a non-profit organization based in Princeton, New Jersey. Its $80 million annual revenue allows it to maintain a professional staff of 2,000, including some of the nation's best educational researchers. It also runs an efficient public relations outfit, in tune with the College Entrance Examinations Board, the membership organization representing 2,000 schools, colleges and educational associations, which actually sponsors the SAT.

The College Board and ETS PR machines were well prepared for the release of the FTC reports, and they hit back the same day with a press conference and sophisticated press releases. Their tone as usual was moderate and conciliatory. "The FTC staff studies are too narrow and uncontrolled to stand against the wealth of carefully directed research in this area," said College Board president Robert Kingston. "Over more than two decades the College Board has commissioned many carefully constructed studies of the effects of special preparation upon SAT scores. The most recent was completed only this past January. All of them have indicated unmistakably that coaching, or 'cramming' by drill on sample questions, does not materially affect a student's score on the SAT: the SAT is in fact highly resistant to coaching."

The ETS stated: "Although some students on some occasions may have increased their scores after attending some coaching courses, we believe that the propagation of erroneous conclusions based on poorly designed research can have serious and adverse effects on most students. Even an apparent endorsement of coaching may encourage students to seek short-cut methods in preparing for a test rather than pursuing the reading, writing and math that are the sound basis of a useful and productive education. Second, high schools could be tempted to allocate their already stretched resources to additional coaching programs. Third, a proliferation of commercial coaching schools increases the difficulty of protecting students from fraudulent claims and exorbitant fees. While some students may have benefitted from special instruction, still others have seen their scores drop."

Gradual weakening

ETS-watchers detect a gradual but distinct weakening in the testing industry's insistance that coaching doesn't work. College Board and ETS officials are hedging their language and trying to point out differences between "drilling", "cramming," "coaching" and "tutoring", and between short-term and long-term preparation, though of course the dividing lines are obscure. They are talking of doing research into the sort of person who might be helped by special test preparation.

At the same time the College Board is making it easier for ordinary schools to prepare their pupils. In 1977 it distributed "Guidelines on the Uses of Test Scores and Related Data" to 28,000 schools and colleges round the country — the first such guidelines ever. And last year it brought out "Taking the SAT", a guide distributed free to senior high school pupils; it contains a complete sample SAT — again the first ever released — with detailed advice for solving each type of question, general test taking strategies, and a description of College Board scoring procedures.

"The guide seems to have the same beneficial effect that one would expect from efforts to prepare for a race," the College Board claims. "In the end performance will depend on the result of long-term development and continual application of skills, but being familiar with the track, determining strategies and knowing what to expect can help the runner achieve his maximum performance. In the same way, giving all test takers a practice SAT, test taking strategies and an opportunity to review the test taking and analytical skills required by this test should help them do their best."

McMASTER UNIVERSITY

Invites applications or nominations

for the position of

PRESIDENT

McMaster University in Hamilton, Ontario, has an enrolment of more than 10,000 full-time and part-time students. The University has Faculties of Business, Engineering, Health Sciences, Humanities, Science and Social Sciences and has a strong commitment to graduate studies and research. The President is the chief executive officer, responsible for the administration of both the academic and non-academic affairs of the University.

Candidates should have qualifications appropriate for a senior academic appointment, administrative experience and proven leadership ability.

The appointment will be made, initially, for a term of five years and is effective 1 July, 1980. The salary is negotiable.

All applications and nominations will be treated in the strictest confidence. Written applications or nominations, accompanied by a résumé of qualifications, should be sent before October 15, 1979, to:

Mr. J. P. Evans
Secretary,
Committee to Nominate a President,
McMaster University,
HAMILTON, Ontario
L8S 4K1

U of M faculty awarded 8% pay increase

An arbitrator has awarded the University of Manitoba Faculty Association (UMFA), which is the certified bargaining agent for about 1,000 academic staff, an eight-per-cent pay increase in a one-year contract.

The new contract, which is effective until March 31, 1980, gives UMFA members a total increase of 12.5 per cent in combined salary and benefits.

The contract increases the teaching staff travel allowance to $200 from $150, with department heads and councils to determine its application. It also introduces for the first time a professional development allowance of $100 to be used to purchase books and/or magazines with the publications to become university property when the professor finishes with them.

In awarding the contract, the arbitrator, Vancouver lawyer, Bryan Williams, chose the faculty association's proposal over that of the university in a "forced choice" decision. The university had offered a 5.75 per cent salary increase.

Mr. Williams was obliged to follow final offer selection arbitration after both the faculty association and the university had turned down his recommendation for an "issue by issue" approach.

Until the award in their favour, the University of Manitoba teaching staff had the lowest average salary of six Western Canada universities, according to Statistics Canada figures. The average salary at the University of Manitoba was $28,500, while the next lowest, at Victoria University, was $30,421.

With the eight per cent increase, that gap has been narrowed. University of Manitoba professors will now be earning, on an average, $30,996.

In making the award, Mr. Williams acknowledged the serious underfunding of the University of Manitoba through its provincial grant and he commended the university for allocating more money to salaries than other universities.

"One can only conclude that the University of Manitoba is doing an exceptional job of managing the university with a budget that appears inordinately low by comparison", Mr. Williams stated in his report.

However, he declined to accept the "ability to pay argument" as the all important one on the grounds that it would render the collective bargaining process meaningless.

"The employees in such a situation would be given whatever the funding authority decided they should get rather than what they are able to bargain at the table.

"In such a situation, the employees could well be the victims of government pencil sharpening or the unfortunate pawns in a power play", Mr. Williams said. **H.B.**

Please, you can help

Refugee Emergency in Nicaragua

Yes I will help! Enclosed is my cheque for $_____

☐ for relief and reconstruction in Nicaragua

☐ use it wherever the need is greatest

Name .....

Address .....

City .....

Postal Code .....

More than 700,000 refugees from Nicaragua are crowding into temporary camps in Costa Rica and Honduras, or barely surviving in bomb scarred slums.

The situation is ten times worse than the earthquake that destroyed Nicaragua in 1972.

Oxfam CANADA

Patron

His Excellency The Right Honourable Edward Schreyer, C.C., C.M.M., C.D., Governor-General of Canada

Boy 18,000
Toronto
Ottawa
Halifax
St. John's

Boy 12,000
Vancouver
Calgary
Regina
Winnipeg

Conservatives reverse Liberal ban on Gunder Frank

A world-renowned Marxist scholar has been granted permission by the Conservative government to enter Canada to speak at a conference in Vancouver after having been denied entry on four occasions in recent years on national security grounds.

Immigration Minister Ron Atkey reversed the policy of the former Liberal government in allowing Andre Gunder Frank of the University of East Anglia in England to enter Canada to attend the International Congress of Americanists. The meeting, where Dr. Frank has been invited to deliver a paper, is to be held in August.

Dr. Frank has been permitted entry to Canada for the period of the conference plus travel time "by the most direct route" to and from Vancouver.

The minister's decision comes after widespread appeals from the Canadian academic community — including the Canadian Association of University Teachers, the Social Science Federation of Canada, and university faculty associations across the country—to the new Conservative government to act on its demands while in opposition for freedom of information legislation and openness in decision-making. Some Conservatives had used the Frank case in the last Parliament as an example of the need for such legislation.

Dr. Frank was initially refused entry May 10 to attend the Vancouver conference by former Immigration Minister J.S.G. Cullen.

Dr. Frank was previously denied entry to Canada in February, 1977, when he applied to attend a seminar at Queen's University in Kingston. The ruling was upheld by then Prime Minister Pierre Trudeau.

A former lecturer at Concordia University (then Sir George Williams University) between 1966 and 1968, he left for the University of Santiago, where he lectured until the government of Salvador Allende was overthrown in 1973.

The Canadian Association of University Teachers and the Social Science Federation have written to Mr. Atkey to commend him for his decision to permit Dr. Frank to attend the conference. The two associations have proposed a meeting with the Minister to explore the issue of visiting academics and in particular the possibility of establishing an independent review mechanism in cases involving faculty members barred from Canada on national security grounds.

Canada loses outstanding scholar

John Porter, one of Canada's most outstanding scholars, and author of *The Vertical Mosaic*, died June 15 at the age of 58.

Dr. Porter, a professor of sociology and anthropology at Carleton University, joined the faculty as a lecturer in 1949. From 1967 to 1969, he was at the Institute of Labor Studies in Geneva and the sociology department at the University of Toronto.

He returned to Carleton in 1969 and served as the university's academic vice-president from 1977 to 1978.

Dr. Porter was best known for his study of the Canadian class structure, *The Vertical Mosaic*, published in 1965. A best-seller in its time, the book describes the people who hold power in Canada and the links that bind them from school to board room.

Dr. Porter was also the author of numerous research papers and other books, including *Canadian Social Structure: A Statistical Analysis*, and *Does Money Matter?*, which he wrote with his wife, Marion.

More recently, he was involved with researchers from McMaster, Waterloo and Carleton universities in a major study analyzing educational and occupational change in Canada over one generation. Results from the study are expected late this year.

As well, he is the author of the first major study of part-time students in Ontario universities. Called *Part-time Studies and University Accessibility*, the report was written with Carleton doctoral student, Elizabeth Humphreys, and released by the Ontario Ministry of Colleges and Universities in January, 1979.

He presented a paper on this report at the Learned Societies meetings held recently in Saskatoon and, while there, completed a collection of papers on education and equality in Canada, to be published in the fall.

Carleton University President William Beckel expressed the feelings of the university community upon learning of Dr. Porter's death. "John Porter was our symbol of excellence. Carleton was enhanced by his achievements and his reputation. No one else so well embodied what as scholars and teachers we wish to be. He was also an outstanding Canadian who, as much as anyone of this generation, helped us to understand the complex structures of our society. Through his writings and his students he has left a rich legacy. It is hard not to feel diminished as well as saddened by his death."

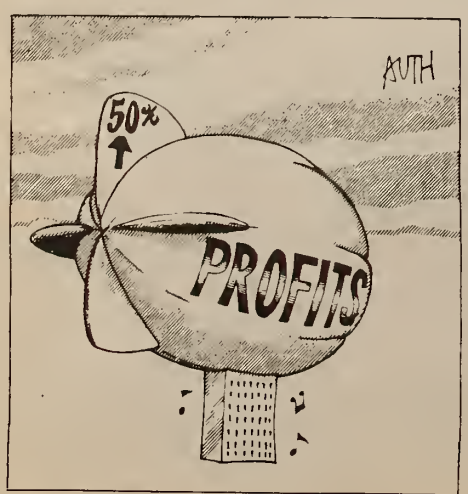
Reprinted from the Globe and Mail

THE UNIVERSITY OF WESTERN ONTARIO

Department of Psychology

A number of replacement positions will be open probably at the Assistant Professor (Ph.D. complete) level, but Associate Professor with tenure possible. Subject to budgetary approval, appointments may be made in applied psychology (particularly clinical, community, child clinical), developmental, introductory psychology, and possibly measurement. Candidates with demonstrated scholarly capability and scientific programs are encouraged to apply. Independent research productivity and interest in teaching are required. Duties include undergraduate and graduate instruction, significant research performance, and some committee responsibilities. Although we are interested in identifying promising Canadian candidates, all applicants will be considered. Appointments to commence July 1, 1980. Applicants should send a curriculum vitae, copies of publications, and arrange for at least three references, to:

W. J. McClelland,
Professor and Chairman,
Department of Psychology,
University of Western Ontario,
London, Ontario.
N6A 5C2



Reprinted from The Gazette

Too many non-Canadian faculty: Orlikow resigns from U. of M. Board

David Orlikow, M.P. for Winnipeg North, has resigned from the University of Manitoba Board of Governors because of his disagreement with the continued hiring of non-Canadians for academic positions when qualified Canadians are available.

"My major difference with the Board and Administration of the University has to do with the continued appointment of non-Canadians to University positions when record numbers of Canadians are graduating with B.A.'s, M.A.'s and PhD's in all fields — and are finding it extremely difficult to find positions in Canadian universities or government," he said in the resignation letter to Board Chairman W.R. McQuade.

"I believe that my differences with the Board, the Administration and the senior academics who make up the selection committees are so great that I can no longer play a useful role on the Board."

Mr. Orlikow pointed out that Canada now produces between 1650 and 1800 new PhD's each year, due to successful efforts to tremendously expand post-graduate programs in this country. "It is no longer necessary to import academics to staff our universities," he said.

At the University of Manitoba Mr. Orlikow and others fought for regulations to ensure that normally the best qualified Canadian would be hired to fill an academic position. Such regulations were adopted in 1976 and 1979, although the Board did not accept a proposal by Mr. Orlikow to require the University President to explain in detail the relative qualifications of applications whenever a non-Canadian was to be hired.

In his letter Mr. Orlikow gave examples of continued preference for non-Canadians in the Faculty of Architecture, Library and Department of Psychology. A non-Canadian Dean of Architecture will become a tenured professor and be replaced as Dean by another non-Canadian, Professor Thompson from New Jersey, in a Faculty where between 80% and 90% of the academic staff are not of Canadian origin. Knowledge of Canadian history, geography, resources and industry is valuable in areas such as the Library, Environmental Studies and City Planning, but there is evidence that all of these areas are dominated by non-Canadians.

The University is now trying to hire an American, for the second time in two years, for the Department of Psychology. The position was upgraded without public advertisement, for the recommended U.S. applicant, and the Administration seems to be trying to avoid the legitimate concerns of Immigration officials about this case.

"These incidents show that despite massive expenditures of time and money to increase the numbers of highly qualified Canadian academics, and despite their own university's stated policy, senior officials of the University of Manitoba are still trying to hire abroad," Mr. Orlikow said. "My sharp disagreement on this issue means that my continued membership on the Board would be pointless."

David Orlikow was serving his third 3-year term on the Board of Governors. He has maintained an interest in all levels of the education system, beginning with his election to the Winnipeg School Board in 1944.

In Memoriam

Members will be saddened to learn of the death in Ottawa on August 10 of Mrs. Velma Reid, wife of the first Executive Secretary of the CAUT. Mrs. Reid was in her sixty-sixth year. Following the death of her husband in 1969, Mrs. Reid was a member of the CAUT central office staff until her retirement in March 1977.

UNIVERSITIES UNDER CAUT CENSURE

The following university administrations have been censured by the Council of the Canadian Association of University Teachers. Both are under the first stage of censure.

The University of Calgary
Memorial University

NATIONAL NOTES

by Jill Greenwell (Relations with Government Officer)

Canada Council approves new citizenship policy

Under a new Canada Council regulation, effective April 1980, landed immigrants will be eligible to compete for its Aid to Artists grants after five consecutive years of residence in Canada.

Prior to April 1978, landed immigrants normally became eligible for Council grants after 12 months residence here. At that time, the Council adopted on a trial basis a policy under which landed immigrants who had not applied for Canadian citizenship were eligible for only one grant, and then only during their first three years residence in Canada. There was as well a waiver provision for artists of exceptional merit. The Council has, however, encountered so many difficulties in defining "exceptional" quality equitably and uniformly across disciplines (not to mention the large number of protests about discrimination) that it has decided to drop the waiver system completely and allow landed immigrants to compete after five years residency. It is also studying the possibility of applying its new policy to other Council programmes.

The CAUT has written to the Council pointing out that its new policy, which has only been approved in principle, is still inherently discriminatory and unfair, and has urged the Council to treat landed immigrants admitted to and resident in Canada (and those on ministerial permits) and Canadian citizens equally, particularly in an area which directly affects a person's ability to earn a livelihood in this country.

Gordon Fairweather, head of the Canadian Human Rights Commission, has advised CAUT that the Commission supports the principle that citizenship should not be a condition precedent for a person having an equal opportunity to participate in activities publicly or privately funded — instead the test should be that the person has landed immigrant status or is lawfully entitled to be in Canada.

Newfoundland's new education minister

Premier Brian Peckford made provincial history recently when he appointed two women to the Newfoundland cabinet for the first time. Ms. Lynn Verge, the new Minister of Education, is a practicing lawyer from Corner Brook who was elected for the first time in the June 18 elections. She has been active in the area of women's rights for a number of years and is an executive member of the National Action Committee. As Minister, she has a personal interest in the problem of sex stereotyping in school curricula and with the role and position of women in the education professions.

The new Minister will have to make a number of major decisions in the next few years about the provincial education system in the light of declining enrolment. As a preliminary step, the government is inviting the general public and interested groups to comment on the recommendations contained in the recently released report of the Task Force on Education. Conducted by two Memorial University professors, the study - Improving the Quality of Education: Challenge and Opportunity — deals with the primary and secondary levels. A supplementary report on post-secondary education is expected later this year.

International freedom of information

Gerald Baldwin, Conservative MP for Peace River and long-time advocate of freedom of information laws, has been appointed Chairman of the International Freedom of Information Commission. Dedicated to the implementation of effective FOI laws, member groups and individuals will exchange information methods and lobbying efforts via a newsletter (published 5 times a year) and establish a central depository for studies and papers on FOI and closely related topics such as the Protection of the Privacy of Individuals. The Commission eventually hopes to develop a research staff capable of responding to government proposals and able to develop ideas and suggestions for consideration by the membership. Annual newsletter membership subscriptions are available from: International Freedom of Information Commission, London International Press Centre, Room 411, 76 Shoe Lane, London EC4, England. (Subscription rate £10 $22 U.S.). A limited quantity of sample newsletters is available from the CAUT Office, Ottawa.

Foreign students hit again

CAUT has written to the Maritime Provinces Higher Education Commission and the three Maritime Ministers of Education urging them to rescind a decision to increase tuition fees for foreign students by $750. Although the decision to adopt differential fees has been left to individual institutions, all universities will, commencing 1979-80, receive $750 less in provincial grants from the MPHEC for each foreign student registered at their institution. The CAUT has pointed out that differential fees tend to discriminate in favour of the wealthy and work against those who are least able to afford higher education. It has suggested that while the use of overall quotas on the number of foreign students who may register at universities (altered from time to time) is not perfect, it may be far more equitable.

Leave fellowship programme retained

As a result of considerable protest from the academic community, including the CAUT, the Social Sciences and Humanities Research Council has decided to retain its leave Fellowship Programme. The Council was rumoured earlier this year to be considering phasing out the programme, and replacing it with a programme of V.I.P. fellowships and short-term release time assistance. Using funds from the Leave Fellowship Programme ($4 million in 1978-79 and $3.7 million in 1979-80), the Council intended to award anywhere from ten to twenty large scale grants for one to two years under its V.I.P. Programme, and to implement a programme which would pay the total salary of researchers for one to six month terms under its release time assistance plan.

New UIC provisions affect teachers

Under recent amendments to the Unemployment Insurance Act, those working less than 20 hours per week will no longer be entitled to benefits. The Commission has ruled that as far as the teaching profession is concerned, all teachers, except those paid on an hourly rated basis, will continue to be insurable unless they earn less than $79.50 a week - the minimum amount required in order to be eligible for coverage under section 54(1) (b) of the UIC regulations. As for teachers paid on an hourly basis, they will be subject to the so-called "50% rule". That is, where the person is employed for 2½ days or more in a week, or works at least half of the hours required of a full-time teacher, they will be considered to be employed for 20 hours or more in that week. The revised interpretation of section 54 of the regulations became effective 19 April 1979 — with no retroactive requirement.

Unprecedented open letter from commission

The Alberta Human Rights Commission has written an unprecedented open letter to every member of the Legislature challenging the truthfulness of recent statements by insurance industry officials concerning the justification for discriminatory rates. The controversy was triggered by a January finding of a board of inquiry that the prohibition of discrimination on the basis of sex under the Individuals Rights Protection Act supersedes the Insurance Act. The commission, which has no authority to order compliance, is trying to persuade the Alberta Government to legislate against such insurance industry practices.

Life insurance in Ontario

OCUFA and CAUT will be submitting a brief to the Ontario Select Committee on Company Law which is currently making an in-depth public inquiry into the structure and practices of the Canadian life insurance industry — an industry which does more than $4.5 billion worth of business annually. Among the issues the Committee expects to study will be the industry's current practice of using separate mortality tables for males and females as the basis for charging females more for an annuity than males on the grounds that females live longer.

Formula tuition fee increases

The Boards of Governors of the three British Columbia universities and Cariboo College are reported to be considering the adoption of a tuition formula whereby fees would be increased every year by an amount equal to the annual provincial grant increase. This would mean that if an institution received a 5 per cent increase in its provincial government grant, tuition fees would be increased by a corresponding 5 per cent. Tuition formulas indexing fees to the rate of inflation and to the actual cost of education are currently being studied in Ontario, Alberta and the Maritimes.

Unemployed graduates

Unemployment among university graduates ran at about 4 per cent between 1975-78 — half the rate for the population as a whole and a quarter of the rate of unemployment among the 15-25 age group. These were the findings of a study entitled Relance à l'université recently released by Quebec's Ministry of Education — confirming similar findings in a report released by OCUFA last year. Fuller details of Relance à l'université will be published in the October issue of the CAUT Bulletin.

Indochinese refugees

The CAUT was one of a number of organizations and individuals who recently wrote to Immigration Minister, Ron Atkey, urging him to increase this year's quota of 8,000 for Indochinese refugees.

The CAUT has also written each faculty association urging them to adopt one refugee family. Mr. Atkey recently announced that the federal government will, until the end of 1980, admit one additional government-sponsored Indochinese for each individual supported by a private group — up to a total maximum of 50,000.

The University of Waterloo

Invites nominations for the office of

DEAN OF MATHEMATICS

For a five-year term, commencing July 1, 1980
Nominations will be received until October 15, 1979
Please address replies to:

Mr. J. W. Brown, Secretary
Selection Committee for the Dean of Mathematics
Needles Hall, Room 3062
University of Waterloo
Waterloo, Ontario,
N2L 3G1

The University of Waterloo

Invites applications for the position of

DIRECTOR OF FUND-RAISING

Application should be made in writing by
September 30, 1979 to:

Mr. E. S. Lucy,
Director of Personnel
University of Waterloo,
Waterloo, Ontario
N2L 3G1

Appeal for assistance

About 60,000 refugees are escaping Vietnam, Cambodia and Laos each month, and over 370,000 are now in the major first asylum countries.

Immigration Minister Ron Atkey has agreed to raise Canada's Indochinese refugee quota to 50,000 and to match sponsorship with private groups until the end of 1980. Only about 5,000 refugees have entered Canada since January 1979.

CAUT is urging each local faculty association to consider sponsoring a family. If you are interested in helping, please contact your faculty association office.

If other groups are interested in sponsoring refugees independently, please contact your nearest Canada Immigration Centre or call one of the following telephone numbers in your region for further information:

British Columbia — Vancouver	(604) 669-2722
Alberta — Edmonton	(403) 425-5959
Saskatchewan — Regina	(306) 569-6273
Manitoba — Winnipeg	(204) 949-3755
Ontario — Toronto Central	(416) 369-3546
Toronto East	966-8230
Toronto West	239-8491 — Extension 43
Mississauga	270-7400
Quebec — Montreal	(514) 283-5462
New Brunswick — Fredericton	(506) 452-3711
Nova Scotia — Halifax	(902) 426-6140
P.E.I. — Charlottetown	(902) 892-4219
Newfoundland — St. John's	(709) 737-4071

AMNESTY INTERNATIONAL

by Genevieve Cowgill

The Canadian Medical Group

From the beginning of its Campaign for the Abolition of Torture in 1973, Amnesty International recognized that physicians and other medical personnel could play an important role in work against torture. The first Amnesty International Medical Group was formed in Denmark late in 1974; there are now 14 such groups world-wide. Amnesty International's medical programme includes diagnosis and treatment of torture victims, research against torture, strengthening of medical ethics against torture, work for individual prisoners and torture victims, some of them physicians, psychiatrists and nurses, held by security forces in dozens of countries around the world.

At the beginning of 1977, two Toronto physicians began, as part of their practices, to assess torture victims seeking refugee status in Canada. Dr. Philip Berger, a graduate of the University of Manitoba, saw his first torture victim in Toronto at St. Michael's Hospital. His curiosity spurred, Dr. Berger sought information about the physical effects of torture. By March, 1978 he was able to present a paper in Athens, Greece at an Amnesty International Medical Seminar on Torture and the Medical Profession. His work earned him the description in the *New England Journal of Medicine* as a physician capable of distinguishing the more subtle effects of torture. Two months later, Philip Berger with a small group of colleagues established the Canadian Medical Group.

At the same time as Philip Berger was first looking at the characteristic brown dotting left by electrical torture, Dr. Federico Allodi, Department of Psychiatry, University of Toronto, launched a series of interviews with Spanish-speaking victims of torture who were U.N. Convention Refugee applicants. By spring 1979, he had listened to 45 individuals recount in puzzled anguish their experience of torture at the hands of the military or secret police units of their native countries. In June, 1979, Dr. Allodi, by then thoroughly aware of the short term psychiatric effects of torture, travelled with a Danish surgeon and a British researcher on an Amnesty International Medical Mission to Latin America explaining Amnesty medical work to doctors in the area and lending moral and scientific support to doctors already working against torture in Costa Rica, Mexico, Venezuela and Chile.

150 case studies

Over the past year, a hundred physicians, dentists, medical personnel and interested laymen have joined the Canadian Medical Group. Medical documentation of torture victims is now carried out in Toronto, Winnipeg and Calgary; this autumn, Amnesty physicians and dentists will begin assessing and treating torture victims in Montreal and Vancouver. At the present time, the Canadian Medical Group has 150 case studies of the history and short term effects of torture. Documentation continues at the rate of 15 a month.

In addition to assessing the symptoms of torture, the Canadian Medical Group works in other ways against torture. Recognizing that assessment, treatment and study of torture are inextricably bound together, some members of the group also belong to Anti-Torture Research, an organization which supports and organizes medical research into the epidemiology of torture, the effects of heat and electricity on human skin and other bio-medical consequences of torture.

The psychiatrists in the group concentrate on the abuse of psychiatry and psychiatrists, a problem of magnitude in Eastern Europe and South America. Among the Medical Group psychiatrists well known for their interest in this aspect of work against torture are Dr. Norman Hirt of Vancouver, Dr. Harold Merskey of London and Dr. Joel Jeffries of Toronto. Through publications, presentations at professional meetings, lobbying in professional associations and liaison with groups such as Psychiatrists Against Psychiatric Abuse, members of the Canadian Medical Group increase awareness of psychiatric effects of torture, strengthen the ethical standards of their profession and pressure for release of imprisoned psychiatrists and those subjected to psychiatric abuse.

Request for urgent action

Dr. Charles Merrill of St. Catharines heads the Medical Urgent Action network. When participants in the network receive a request for urgent action on behalf of a colleague who is in extreme danger they immediately send express letters or telegrams on behalf of the individual. Over the years, Amnesty International has assessed the general effectiveness of such Urgent Actions: 40% of the situations experienced immediate improvement; 175 showed little or no change; for 27% no new information was available; in 8% the situation worsened despite the appeals.

In the coming year, the Canadian Medical Group will use additional strategies in its work against torture. More emphasis will be placed on education of medical personnel and the public. On October 13, the group will sponsor in Toronto an all-day seminar on "The Medical Aspects of Torture." Members of the group will continue to publish in professional journals and will speak to medical societies and other groups and on the mass communications media. Further attention will be paid to work to strengthen the ethical standards of medical professions, to documentation of physical and psychological effects of torture on children and to medico-legal aspects of torture such as evaluation of death certificates and legal documents of persons presumed tortured to death.

All members of the university community are welcome to join the Canadian Medical Group. Contact Dr. Federico Allodi, Transcultural Psychiatry Unit, University of Toronto or write today to The Canadian Medical Group, Amnesty International Canada, 2101 Algonquin Avenue, Ottawa K2A 1T1.

A CAUT Special Report

Academic Freedom and Tenure

This is the annual report of the Academic Freedom and Tenure Committee, prepared by Chairman Jim Foulkes.

At its May meeting, the CAUT Council imposed censure for the first time in three years. Some comment upon the role which censure plays therefore seems appropriate. Questions are raised from time to time as to the effectiveness of censure and the extent to which resort to it should be made. Censure certainly will be ineffective if it is never used, even when academic freedom is gravely violated. The fact that only a single previous censure resolution (University of Moncton in 1976) has been presented to Council since 1972 is a strong indication of the care and restraint which we believe should be exercised in any decision to impose such sanctions. We believe that the recent events at Moncton and Acadia show that censure or the threat of censure can indeed in appropriate circumstances make a major contribution to the correction of injustices and the successful defense of tenure and academic freedom. Should the utility of censure be estimated from whether or not it leads to a change of heart on the part of the offending parties? Should we not also take account of the probable but imponderable deterrent influence which the practice of censure may exert at other universities?

Frustrations sometimes are expressed after an institution has been under the cloud of censure for a considerable period of time and has largely corrected faulty procedures but has not fully resolved the original individual grievances. The removal of censure when complete redress has not been secured may seem objectionable, yet the indefinite continuation of censure when full redress is no longer feasible may appear pointless, especially when no clear direction can be given to the offending institution as to what further steps on its part are required in order for censure to be lifted. In practice, the steps necessary for the lifting of censure seem most apt to occur after a change in the membership of Boards of Governors or in university administrations.

Censure imperfect instrument

These problems are cited to remind us that censure is an imperfect instrument of protection. It is an oversimplification to regard censure as a weapon of punishment or retribution. We have no authority to enforce our will. In all of our endeavours to promote and defend academic freedom, we are dependent upon our powers of reason and persuasion, and the influence of a tradition which is deeply rooted in the academic community. Censure has been described simply as a declaration of unfavourable judgment, a recognition that a university has by its own actions transgressed acceptable academic behaviour and has thereby cut itself off from normal academic amenities. Its ultimate effectiveness as a means of persuasion will depend upon the extent to which it is supported by our membership in withholding their participation in the academic activities of censured universities, e.g., by refraining from convening meetings of learned or professional societies, or giving lectures or participating in seminars, or accepting honorary degrees, or applying for academic appointments at such institutions.

The extent to which we unite in expressing our just concerns will determine how well we succeed in the long run in protecting our academic freedom. For the preservation of this sort of unity it is essential that censure be applied prudently and selectively. The general support which its effectiveness requires implies that censure be introduced only under circumstances where serious infringement of academic freedom is evident, and where the most patient and persistent efforts on our part to seek alternative resolutions have been rebuffed. In the view of the Academic Freedom and Tenure Committee, these conditions were clearly met by the two cases which led to its recommendations for censure this year.

The case which led to censure at the Memorial University of Newfoundland involved the non-renewal of a probationary appointment after apparent pressure from outside the university for reasons which were acknowledged to be based exclusively on unpopular political views and activities. A distinguished committee of inquiry concluded that a belated attempt to link these objections to classroom bias was not substantiated.

The case which has resulted in censure of the University of Calgary calls attention to several issues which have particularly serious implications for the preservation of academic freedom at Canadian universities, problems which are not confined to the University of Calgary but which have become of general concern to our committee. The first of these is the improper use of limited term contracts for appointments which in fact are intended to be continuing, a device which has been used in order to provide a pool of expendable individuals as a hedge against future financial exigencies. This was the acknowledged intention when the 80/20 rule was introduced at the University of Calgary a number of years ago, stipulating that in a department where 80% of the faculty were tenured or tenurable, any new appointments must be on limited term contracts. That approximately one of every five faculty members be excluded from the usual protections for academic freedom is clearly unacceptable, and invites the sort of ambiguities where an appointee can be reassured that the proscriptive clause is merely a formal technicality which is not expected to be enforced, and then find it used to deny a proper evaluation of his academic performance. The administration at the University of Calgary has acknowledged that this situation is unsatisfactory and that the 80/20 rule should be replaced by proper procedures for dealing with financial exigency.

Use of part-time staff

Unfortunately, such practices are not confined to the University of Calgary. In some universities extensive use of part-time personnel is being employed, not only to provide a vulnerable group in the event of future financial stringency, but as a current economy inasmuch as the stipend paid per course often is significantly less than that which would be required to remunerate full-time personnel. Of course, resort to this device often entails a substantial sacrifice in terms of productive scholarship as well as in the lack of protection for academic freedom.

During the past year, of more than 20 new appointments made at Laurentian University, all were for limited terms. A large number of such appointments reportedly are being used as an economy measure at the University of Saskatchewan at Saskatoon as well as at Concordia University in Montreal, and the University of Toronto also has separate tenurable and non-tenurable streams which do not appear to be distinguishable except for reasons of "budgetary flexibility". Concerted efforts need to be made to eliminate these practices and to bring the universities which resort to them into line with present CAUT guidelines (which clearly define the restricted circumstances wherein limited term contracts can be justified).

Another problem which is raised by the censure of the University of Calgary is that where a board of governors rejects the recommendation of responsible academic authorities for an academic appointment. Although universities' acts commonly endow boards of governors (or their

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The Webber Case at Memorial University

This is the final and complete report of the CAUT Committee of Inquiry which investigated the case of Professor Marlene Webber of the School of Social Work at Memorial University of Newfoundland.

The Committee of Inquiry was headed by one of Canada's leading political scientists, Professor C.B. Macpherson of the Department of Political Economy at the University of Toronto. The other members of the committee were Professor Jack Weldon, former chairman of the Economics Department at McGill University, Professor Dale Gibson of the Faculty of Law at the University of Manitoba, and Professor Olga Favreau of the Department of Psychology at the Université de Montréal.

The committee's report was adopted without change by the Academic Freedom and Tenure Committee and so stands as its official report on the case.

The AF&T Committee presented the report to the CAUT Board of Directors on November 3, 1978. On the basis of the report, the Board passed a vote without dissent to recommend to the CAUT Council the censure of the President and Board of Regents of Memorial University.

At its annual meeting on May 16, the CAUT Council censured Memorial University for gross infringement of academic freedom over the case of Professor Webber.

Establishment of the Committee

The Committee was established by the CAUT on the recommendation of its Academic Freedom and Tenure Committee in response to a request by the Memorial University of Newfoundland (MUN) Faculty Association and Professor Marlene Webber. Professer Webber was an assistant professor in the School of Social Work on a two-year probationary contract. After being notified, at the end of November, 1977, by the Director of the School that he intended to recommend that her contract not be renewed, she appealed to the MUN Appeals Committee in January 1978. The Appeals Committee upheld the Director's decision in March, and the non-renewal was thereafter confirmed. She then appealed to CAUT.

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equivalents) with the final authority for implementing appointments, in order to enable them to fulfill their responsibilities as custodians of the financial affairs of the university, these powers should not, and traditionally are not invoked to block the appointment of particular individuals. Other instances where such episodes have occurred recently include one at the University of Alberta which was mentioned in the report of the Academic Freedom and Tenure Committee to CAUT Council last May, and another at the University of Montreal which has been the subject of a recent enquiry by the AF & T Committee.

In commenting on the case at the University of Alberta last year, we said,

> "CAUT guidelines as well as the experience of the AF & T Committee have stressed the point that academic freedom may be jeopardized in some instances by intolerant or unfair judgment of faculty peers rather than by arbitrary administrators. A case at the University of Alberta illustrates the difficulties which can arise in the absence of appeal bodies which can make binding decisions and which can consider substantive as well as procedural issues. In this dispute, the Board of Governors rejected a tenure appeal committee's recommendation for reinstatement because of a condition which was attached to it, instead of making a reasonable effort to find a suitable mechanism for clarifying or removing the objectionable condition. (Under revised regulations adopted since this case arose, decisions of such Appeal Committees at the University of Alberta are binding, but the Board chose not to extend this principle to cases which pre-dated the new agreement.) The Board also may have been influenced in this instance by its receipt of an inappropriate direct intervention from members of the appellant's department. In any event, this unfortunate frustration of academic due process became moot when an impending legal action on the part of the appellant led to a large out-of-court financial settlement, accompanied by a letter of academic exoneration which acknowledged that the dispute had arisen over course content and did not concern the candidate's competence as a teacher or scholar."

In the case at the University of Montreal the grievor won favourable decisions from ad hoc review committees at three successive levels of appeal (faculty, senate and board) only to have the issue referred by the board back to the initiating academic unit with an enquiry as to whether or not it might be prepared to reconsider its position. In this respect, the board's position resembled that of its counterparts at the two Alberta institutions in the deference given to the adverse views of colleagues which had stemmed in large part from personality clashes. While the case at the University of Montreal was being considered by the Academic Freedom and Tenure Committee it also was taken to the Quebec Human Rights Commission on the grounds that the adverse judgment was the result of sex discrimination, a complaint which was upheld by the Commission. In the end, this particular grievance, like that which we described last year at the University of Alberta, finally was resolved by means of a sizeable financial settlement, although the issues affecting academic freedom were thereby left in abeyance.

These cases illustrate the importance of access to appeals procedures or arbitrations which can address substantive as well as procedural issues and which can lead to decisions that are final and binding on the parties. This shortcoming has now been rectified at the University of Alberta but at a number of other universities, including some which have certified collective bargaining, appeal or arbitration procedures do not always lead to binding decisions on substantive issues. Resistance to binding decisions on appeal arises from unquestioning reliance upon the integrity of peer review (which is properly regarded as the keystone to sound academic evaluation). However, our experience indicates that neither peer review nor compliance with reasonable procedures can invariably guarantee fair decisions. For a variety of personal or professional reasons, bias or prejudice may influence peer assessment in ways that are difficult to prove. Under these circumstances, recourse to an impartial tribunal for fresh examination and independent judgment with respect to substantive issues may provide the only channel which can ensure fair, just, and equitable treatment. This principle has now been incorporated into the appropriate CAUT guidelines.

In recent years the AF & T Committee also has been greatly concerned with the emergence of procedures at several Canadian universities which appear to convert tenured positions into the equivalent of limited term contracts and hence threaten to weaken the traditional function of tenure as the bulwark of academic freedom. Either periodic "tenure reviews", or regulations whereby more than one denial of a career development award can furnish grounds which justify an action to dismiss for cause, may seriously undermine the principles and procedures for the protection of tenure which are set forth in CAUT guidelines (which provide, that the dismissal of tenured professors should require an onus upon the institution to establish incompetence, persistent neglect, or gross misconduct). The institution of such procedures reflects the growing frequency with which attacks on tenure appear in the public media. Any lowering of the standards which are required to justify the dismissal of tenured faculty will inevitably weaken the role which tenure plays as a protection against the infringement of academic freedom.

Finally it seems appropriate for us to temper our advocacy of the right to formal appeal procedures with a few words of caution. Good procedures may preclude more flagrant forms of injustice, but even the best procedures cannot in themselves ensure a fair and equitable outcome. Moreover, less than ideal procedures may be the outcome of the compromises which result from the give and take of collective bargaining. Thus some collective agreements do not provide for the binding arbitration which is necessary to bring otherwise insoluble disputes to a final decisive resolution. Other agreements may be worded so as to place an onerous and difficult burden on the appellant in such procedures. Local Faculty Associations which are engaged in the initial negotiation or periodic renegotiation of collective agreements may find that the experience of the academic community at large which is available through consultation with the professional staff or standing committees of the CAUT can provide useful advice and guidance to assist them in the formulation of optimum regulations and procedures.

Nevertheless, the invocation of formal appeal procedures as a matter of right should be viewed as a final resort rather than a preferred choice for settling grievances. An adversary confrontation is not the only nor the best method for resolving such disputes. Most members of the academic community, including the vast majority of University administrators, support the general principles and procedures to protect academic freedom and tenure which are set forth in the CAUT guidelines. In many instances, informal mediation may prove to be the most promising way to ensure that disputed appointment renewal and tenure decisions are reasonable, just and equitable. Collective agreements should specify the desirability of using informal procedures, including access to the good offices of CAUT and its AF&T committee as a freely available option for faculty members and Faculty Association grievance committees before more formal procedures are invoked.

In the final analysis, good faith, collegiality and concern for traditional academic values are important bulwarks for the preservation of academic freedom as well as the maintenance of scholastic standards. Our strength in protecting and safeguarding these values lies in the unity of our own organization, and that of the Canadian academic community at large, which remain firmly committed to the traditions and ideals of academic freedom. Respect for the right and the duty to dissent and to criticize both on campus and in the broader community without fear of academic reprisals is the keystone of these principles.

The Webber case . . .

The present committee was instructed to inquire into the whole sequence of events and to advise whether the criteria and the procedures used at various stages were proper.

Actions of the Committee

1. We studied the copious documentation provided to us in advance of our visit to the University. This included copies of:

- correspondence between the appellant and University administrators and others both before and after the Appeals Committee hearings;
- statements made, following the Director's notification of intention to recommend non-renewal, by University administrators and the appellant and others, to the University community and the outside media;
- documents presented to the University Appeals Committee;
- the Report of the Appeals Committee.

2. With the full cooperation of the University administration and the Faculty Association we visited the University on June 14 and 15 and had two full days of interviews with those we wished to meet and others who wished to meet us. We interviewed the President of the University, the Vice-President (Academic), the Vice-President (Professional Schools and Community Services), the Chairman of the Appeals Committee, the appellant, the advisors both of the appellant and the Director of the Appeals Committee hearings, the President and other executive members of the Faculty Association, and several faculty members who wished to be heard for their views both pro and con the non-renewal.

We were not able to interview Dr. Thompson, the Director of the School of Social Work, who was out of the province then, nor were we able, as we sought to arrange, to interview him in July, as he was unable to meet us then at the only place (Montreal) where it was feasible for our committee to meet at that time. But since we had had, in addition to the documentation, all information we had sought from his advisor at the hearings and from the vice-presidents, we believe that his views and actions have been adequately represented to us.

3. Following our meetings at MUN we have, on the basis of the documentation and our analysis of the additional information acquired in the interviews, prepared the following report.

Events leading up to Professor Webber's appeal to the University Appeals Committee

1. Professor Webber, who was appointed an assistant professor in the School of Social Work in 1976 for a two-year probationary term, was notified by a letter from Dr. Thompson, the Director of the School, dated November 29, 1977, that he intended not to recommend the extension of her appointment, which would "therefore terminate on August 31, 1978". No reason for the decision was given in that letter.

2. On December 2, in an interview on CBC Radio and Television News, the Director is reported as saying "I felt that Miss Webber's beliefs, and the activities that stem from those beliefs, were not in the best interests of the School". In the same interview, in response to the question "Have you had any input from government on this whole case right now?" he is reported as relying, "Not directly", and "Indirectly yes".

3. On December 5, in an interview on CBC Television "Here and Now", Dr. Harris, the Vice-President (Academic), gave it as his understanding of the "government input" that officials of the provincial government had said that they did not want Professor Webber to teach in an in-service certificate course provided by the university at the request of the government; he believed however that this was not a significant factor in the Director's non-renewal decision.

Asked if the decision was based on Professor Webber's teaching ability, he said no, his understanding was that she was a good teacher. Pressed on the possible role of her political beliefs and activities in the non-renewal decision, Dr. Harris is reported as saying, "Miss Webber is not teaching in an ordinary academic department: She is teaching in a school which is training people who are going to work in a certain system and that system is predicated on certain assumptions which we call a democratic democracy and the people who are so trained have to work in that system and be part of it". And further, although he did not know what she taught in the classroom, "All I know is that her activities lead us to believe that

she is committed to the overthrow of the system under which our school exists and (by) which our freedoms are protected. And...we are not satisfied, I am not satisfied, that is the sort of person whose contract should be renewed".

4. The formal statement of the reasons for the non-renewal recommendation was given in a letter dated December 6 from the Director to Miss Webber. The full text is as follows:

Dear Miss Webber:
I refer to your request of December 5, 1977 for reasons as to why I am not recommending that your provisional appointment as Assistant Professor in the School of Social Work be extended.
The School of Social Work of MUN has a certain basic philosophy which is predicated upon the existence of a democratic form of government freely elected by a majority of the electorate. Its mandate is derived from this philosophy and is supportive of and is in turn supported by the existing political framework within which the University has developed and continues to function. This mandate also dictates that one of the prime objectives of the School is to train professional social workers for the various provincial agencies and to meet other local and provincial needs. Your political activities have indicated considerable divergence from the philosophy and purposes of the School and your involvement both on and off campus with a political movement which is totally inimical to and destructive of the system upon which our government is based, necessitates my decision not to recommend an extension.
In reaching my decision, I have considered that you have failed to respect the fact that your profession, and the University may be judged by your statements, since both your statements and activities have tended to reflect adversely upon the School and the University.
I trust this clarifies my position on the matter.

Yours truly,
J.V. Thompson
Director.

5. A further statement was made by Dr. Harris, the Vice-President (Academic), in a press release dated December 9. After outlining the preliminary nature of the non-renewal recommendation and the appeal possibility open to Professor Webber, the press release continues:

"The University denies that 'political beliefs' as such is the reason for Dr. Thompson's recommendation. Professor Webber is one of a number of individuals on campus now, in the past and probably in the future, whose political beliefs differ from those held within the existing political system under which our government and the University operate. The University does not practice discrimination on the basis of race, nationality, religion, sex, marital status, or political belief.

The University cannot accept, however, that a person may use the position he or she occupies within the University and more particularly within the classroom to propagate political beliefs, of whatever nature they may be.
Professor Webber, in fact, espouses and *actively promotes* a political doctrine which has as its objective the overthrow of our system of Government by revolutionary means. In advocating such methods, Professor Webber clearly demonstrates her incompatibility with the School in which she holds a provisional, two-year contract, and just as clearly sets at naught those responsibilities that go with the freedoms that her terms of employment guarantee".

6. On December 12, Dr. Bruneau, the Vice-President (Professional Schools and Community Services), notified Professor Webber by letter that since he concurred with the position taken by Dr. Thompson he intended to recommend non-renewal unless she exercised her right to appeal within thirty days. In the same letter he said that he was in agreement with Dr. Harris's press release of December 9.

7. It was in these circumstances that Professor Webber made her formal appeal, in a letter to Dr. Bruneau of January 5, 1978.

The Role of the University Appeals Committee

A five-member Appeals Committee to consider Professor Webber's appeal was appointed on January 10, 1978. It was appointed in accordance with the established practice, that is, appointed by the chairman of the standing University Appeals Panel, whose members are elected by the faculty. Established practice also required that the members of each appeals committee take an oath of confidentiality, and that its hearings be held in camera, with only the appellant and his/her advisor and the respondent (in this case Dr. Thompson) and his advisor present in addition to the committee members and the committee secretary.

The Appeals Committee held hearings on five separate days between February 7 and March 8. Its report was sent to the appellant and the respondent on March 30.

A statement by Professor Webber and her advisor (Professor Clark), addressed to "the MUN Community", was issued on April 4. In view of the gravity of the charges made by Professors Webber and Clark, who were of course present at all the hearings and were not bound to confidentiality, we inquired closely in our various interviews about the amount and type of evidence considered by the Appeals Committee. We inquired also into the procedure (which was reported to that committee) used by the Director of the School in soliciting information on which to base his recommendation as to renewal or non-renewal.

The members of the Appeals Committee were unable, because of the confidentiality requirement, to speak freely about its work, and the tapes of the hearings had been erased. However, the chairman of the Committee was able to answer some of our questions, as were others who had been present at all or part of the hearings.

Our conclusions about the work of the Committee, as well as about the prior statements by the Director and the Vice-Presidents, are given in the following section.

Findings

1. We find that the reasons given by the Director of the School for his recommendation of non-renewal (in his letter of December 6) and by him and the Vice-President (Academic) in their earlier public statements are wholly unacceptable by any standard of academic freedom, and inconsistent with the guarantee of freedom of political belief set out in the official University policy statement "Terms and Conditions of Employment". We say more about this in section 7, below, as part of our consideration of the propriety of the various grounds.

2. The only accepted grounds for non-renewal are inadequate scholarly or teaching competence or service to the University and the community. These were not then alleged.

3. The Director and the other administrators he consulted appear to have recognized the impropriety or inadequacy of the original ground soon after December 6. As early as December 9 the Vice-President (Academic) stated in his press release: "The University cannot accept...that a person may use the position he or she occupies within the University and more particularly within the classroom to propagate political beliefs, of whatever nature they may be".

4. This was the first intimation that any fault was found with Professor Webber's performance in the classroom. She had not been informed of any complaints about her teaching. One such complaint had been made much earlier, by a parent in a letter to the President. The contents of this letter had been passed on to the Director who had, as was his right, done nothing about it. (It is, in our experience, proper and desirable for a dean or director to protect a member of his faculty from attacks which he considers incompetent or irrelevant.)

5. By the time of the appeal hearing the emphasis was rather on the charge that she was misusing the classroom to propagate her political beliefs, although something was still made of her extra-curricular activities. Dr. Thompson's case to the Appeals committee, as summarized in its Report, was that "the political activities of the appellant (1) reflected adversely on the University and/or the School of Social work, (2) made her and the School incompatible, and (3) interfered with her teaching and professional duties in several ways". And the majority of the Committee accepted Dr. Thompson's contention that "her usefulness to the School is extremely limited because of the very narrow and imbalanced perspective which infiltrates almost every activity in which she engages", and found this an adequate reason for non-renewal.

6. Thus the grounds for non-renewal put forward at one time or another were:
(a) that Professor Webber expressed political beliefs contrary to or destructive of the established democratic system;
(b) that her expression of beliefs tended to cause concern to the government of Newfoundland;
(c) that her expression of beliefs caused some members of the public to think ill of the University;
(d) that her expression of her beliefs limited her usefulness to the School;
(e) that she used the classroom to inculcate her political beliefs in her students, or used her position to influence her students unduly.

7. As to grounds (a), (b) and (c), we have no doubt that Professor Webber's beliefs, as a sympathizer with, though not a member of, the Communist Party of Canada (Marxist-Leninist), were contrary to the established political system, and that her expression of them might cause concern to some members of the government and did cause concern to some members of the public and of the University administration. But as grounds for non-renewal we find them wholly inadmissible. The assertion or defence of those grounds is a direct contravention of the very principle of academic freedom. Guarantees of academic freedom are intended to prevent the use of just such grounds, and guarantees are worthless if such grounds are allowed.

Those grounds, although not relied upon at the Appeals Committee stage, had been so widely publicized as the original grounds for the non-renewal that they could not have been absent from the minds of the Committee, and must hence be considered to have been prejudicial to the appellant.

If no further ground had been offered, the Appeals Committee ought to have reversed the non-renewal decision out of hand.

8. Ground (d) is so vague as to be of little value. The only reported respect in which the appellant's political views might be thought to limit her usefulness to the School was the reported unwillingness of provincial government personnel to have her teach in the certificate course given by the University for government social service employees. The fact that she had never been asked, nor had herself asked, to teach in that course may be held to be irrelevant. But if that is the meaning, or part of the meaning, of ground (d), that ground is also inadmissible. A university should not offer courses which give an outside body the right to veto the university's assignment of teachers.

9. Ground (e) was introduced at the Appeals Committee stage. There is no mention of it in the only formal statement the appellant had had up until then (i.e., the Director's letter of December 6). The introduction of a new ground at that stage was improper, in that it shifted the onus (which is indeed, in a non-renewal case, properly on the appellant) from having to show that the grounds given in the letter were a denial of academic freedom, to having to show that she had not abused her professorial position. She did, perforce, then try to show this at the Appeals Committee hearing. In our view (see paragraph 10, below) she did this as satisfactorily as could be done at such short notice. But her case was unfairly handicapped. That she did not satisfy the majority of the Appeals Committee may be attributed in part to their having (as is clear from the Report) entertained (wrongly in our view) the new ground as already implied in the original ground, and in part to their having admitted other inadmissible or contested grounds, e.g. her limited usefulness to the School.

10. We are agreed that, apart from the procedural objection stated in paragraph 9, if the charge in ground(e) were substantiated by evidence at the hearings, that would have been adequate ground for non-renewal. But we do not find that it was substantiated.

On the contrary, it was established to our satisfaction (a) that Professor Webber left her students in no doubt as to her own views and acknowledged that because of the strength of those views, she would have difficulty giving a completely balanced presentation of the material in her courses; that is, she alerted them to the bias which was bound to affect her presentation of her own and others' analysis of the material (In our view, every conscientious teacher should do no less and, beyond ensuring by reading assignments or in other ways that students encounter opposed positions as presented by opponents, need do no more to guard against indoctrination.); (b) that her course outlines assign a wide range of readings, many antithetical to her own views; (c) that she frequently brought guest speakers into the classroom to represent points of view different from her own; (d) that she did not use her position as teacher and examiner to favour those who expressed agreement with those views: indeed we were told (not by her) that she gave low marks to those who reproduced her views without an adequate reasoned argument, in contrast to those who produced reasoned arguments for an opposed position; this we should expect of any good teacher.

11. In view of all this we do not accept the allegation that she abused the classroom.

It is not clear how much of this evidence was known to or considered by the Appeals Committee. Our only information is that they gave little weight to the class evaluations of Professor Webber, which were remarkably favourable. Class evaluations compiled from responses to questionnaires are, of course, however anonymous the student respondents, not hard data, but they were the main data available about her teaching by those who had knowledge of it. Other data available were reports of a few individual student complaints made to other members of the faculty, a few student

letters of complaint introduced at a late stage in the hearings, and the testimony of a colleague who had taught a course jointly with Professor Webber, which did not support the allegation of misuse of the classroom.

12. We find, therefore, that ground (e), the alleged abuse of the classroom, is not substantiated. Accordingly we find that none of the grounds offered to justify the non-renewal of Professor Webber's appointment were proper and adequate grounds.

13. We find that no attempt was made by the Appeals Committee to inquire into the flatly contested allegations of fact presented to them (e.g., that she sold her Party newspaper in the classroom; that she organized, and coralled students into, study groups; that all her course materials were communist), which appears contrary to the practice of previous appeal committees, and we hold this to be an inexcusable omission.

14. We find further that Dr. Thompson's review of Professor Webber's qualifications before his recommendation of non-renewal was defective. The normal procedure was for the Director to consult the tenured members of his faculty. There were seven tenured members. He consulted six, but not a seventh who was known to be in favour of a renewal. Of the six, two were in favour of renewal and four were opposed to it. Thus the whole tally should have been three in favour and four (two of whom had only been on campus at the same time as Professor Webber for a few months) opposed.

We do not suggest that Dr. Thompson concealed these facts, but he did refer, in his opening statement to the Appeals Committee, to "the majority of the faculty" of the School being in support of his view, and filed a memorandum dated December 12, signed by eight members of the faculty of the School, including non-tenured members, supporting his decision. We do not know what weight the Committee gave to this show of support. But the reference in their Report to the degree of concern "by the Director of the School, by the several tenured faculty members in the School, and by the Vice-President of Professional Schools" suggests that they may have had a faulty impression of the facts.

Summary of findings

1. The first four of the grounds for non-renewal should not have been offered or defended by any member of the administration at any time. That they were so offered and defended was a serious abrogation of the guarantee of academic freedom set out in the official MUN policy document, and was prejudicial later to the appellant.

2. Compared to the use of these grounds, procedural shortcomings may seem of much less importance. But procedures become important in connection with the fifth ground. On this it was the duty of the Appeals Committee to test at least the allegations of fact that were made and controverted at the hearings. We find that they made no effort to do so.

3. The Director's failure to consult one of the tenured faculty in the School, one who was known to be in favour of renewal, probably made no difference to his recommendation. Nevertheless it was improper, and inconsistent with his claim (in his opening statement to the Appeals Committee) that he had "followed the proper evaluation procedure".

Review of procedures

We think that the current appeal procedures are susceptible to some improvement, and while we are not competent to make exhaustive proposals, we do suggest that the following changes should be considered:

1. The requirement that appeal hearings be held in camera, since it is intended for the protection of appellants, should be dropped in any case where an appellant requests open hearings.
2. When the decision of an appeal committee is not unanimous, the dissenting member or members should not be expected to sign the report; and minority reports should also be permitted.
3. The impartiality of each appeal committee would be more evident if the appointment of Appeal Panel members to each committee were done by *rota;* and the Panel might be enlarged, to reduce the burden on individual members arising from absences on leave and the possible need for the panel serving several committees at the same time.
4. The possibility of submitting cases to binding arbitration should be explored.
5. The guidelines concerning the appeals committee proceedings should be revised to remove the present presumption that a negative decision is to be expected.

Note by the Academic Freedom and Tenure Committee on the onus of proof

The Board of the CAUT has adopted the position that the onus of proof in non-renewals and denials of tenure should be on the university administration. There is an evidentiary responsibility on the faculty member to assemble those materials which are with his powers to obtain and to present to the appropriate committees, but the onus of proof that a person is not fit to be renewed or tenured should be on the university administration.

However, in this case, Memorial University places the onus of proof on the individual. This was defined by the Appeal Committee so that Professor Webber could not adequately meet the onus requirements unless she could prove that the original recommendation was not made in good faith or after appropriate consultation with other professors. This is an even higher standard of proof than is imposed on the Crown in criminal prosecutions. The Academic Freedom and Tenure Committee believes that she should have been called upon, by an ordinary preponderance of evidence, to show that she is a capable teacher and scholar who meets her administrative and community obligations. We understand that the evidence presented both to the CAUT Committee and to the Memorial Appeals Committee established that she met these criteria and that the Administration made no real attempt to deny this.

When, however, the Administration charges serious wrong-doing, then it is clear that the onus is on the Administration to prove its charges. The view of the CAUT Committee of Inquiry was that no such charge was proved.

22 September 1978

The Abounda Case at the University of Calgary

This is the final and complete report of the Committee of Inquiry appointed by the CAUT to investigate the case of Dr. George Abouna, transplant surgeon in the University of Calgary's Faculty of Medicine.

The Committee of Inquiry was composed of Dr. Peter Freeman, Professor of Law at the University of Alberta, and Dr. Kenneth Leighton of the Department of Anaesthesia in the Faculty of Medicine at the University of British Columbia.

The committee's report was adopted with minor changes by the Academic Freedom and Tenure Committee and so stands as the official report on the case.

At its annual meeting on May 16, on the basis of the report submitted by the AF&T Committee, the CAUT Council voted to censure the Board of Governors of the University of Calgary for violating the academic freedom of Dr. Abouna.

Introduction

We were asked by the Academic Freedom and Tenure Committee of the Canadian Association of University Teachers to act as a committee of inquiry into the matter surrounding the non-renewal of Dr. George Abouna's contract with the University of Calgary. More specifically the terms of reference of this inquiry are as follows:

1. To comment in general on whether or not it is appropriate for a university to make a decision concerning the continuation of a faculty appointment which is based, in whole or in part, on the views, opinions or decisions of individuals or bodies representing institutions outside the constituent university which may not be governed by procedures and standards found within the university.

2. To examine the circumstances surrounding the decision of the University of Calgary not to renew the appointment of Dr. George Abouna, in the Division of Surgery of the Faculty of Medicine and to determine whether or not the decision was fairly taken and reasonable in view of the understanding which is alleged to have existed between Dr. Abouna and Dr. McPhedran when the former accepted an appointment at Calgary.

3. To determine to what extent the University's decision was based on an evaluation of Dr. Abouna's research competence, teaching ability and service to the university community and to what extent it was based on an evaluation of his professional activities outside the university.

4. If it is determined that the decision not to continue the appointment was based, in whole or in part, upon the reasons underlying the decision of the Board of Management of Foothills Hospital to revoke Dr. Abouna's hospital privileges, the committee is asked to comment on the fairness and equity of a university decision based on such reasons.

We decided that the procedure for the inquiry would be informal and that we would meet with anyone who wished to discuss the matters raised by these terms of reference. We met with the President of the University, the Dean of Medicine, the Chairman of the Division of Surgery, representatives of the T.U.C.F.A., present and former members of the Faculty of Medicine, other interested members of the university community, and of course, Dr. Abouna. In all we interviewed 25 people in person or by telephone. We corresponded with two former members of the Faculty and they did not reply. We believe that the information we received enables us to respond to the questions asked of us and that further interviews with additional people or the same people would not add anything to our inquiry.

We are acutely aware of the difficulty of making absolute judgments as a result of information received in an investigation such as ours, but we believe no one would have benefited from a more adversarial approach, nor do we believe the information we received would have differed significantly. We would also state that we make no attempt to draw legal conclusions or give legal opinions concerning any individual or institutional action. We have attempted to direct ourselves to an evaluation of a University's action towards a member of its academic community and to measure that action against what we believe to be the necessary standards for dealing with individuals within a university community.

Facts

A summary of the relevant facts will be helpful. This summary, of course, must represent our viewpoint and some facts will no doubt be omitted. However, this is inevitable when the amount of material received by us is considered.

Dr. George Abouna was hired by the University in the fall of 1973[1] with his appointment to take effect April 1, 1974. According to the formal appointment document this appointment was to be for a period ending June 30, 1976. The appointment letter contains other pertinent information to which we will make future reference. His appointment was to be a " 'fulltime limited term' board appointment on the teaching faculty as an Associate Professor in the Faculty of Medicine's Divison of Surgery." Dr. Abouna was brought to the University in late May for interviews with Dr. McPhedran and other members of the Faculty. His actual arrival in Calgary to take up his position was May 3, 1974. Dr. Abouna's expected duties were spelled

out by Dr. McPhedran in June 1973 [2] and were to include the following: —

"Duties—Research approximately 50%
Resident Teaching — and teaching Clerks — approximately one hour per day
G.I. Curriculum — responsibility for "liver unit". Involves preparation and one week of almost total devotion to curriculum.
Clinical activities — patients in Ambulatory Care Clinic one-half day per week and operating room approximately one-half day per week.
Research — support in the form of seed money to approximately $7 or $8,000.00 per year
— research technician
Secretary — cannot supply full time secretary according to University regulation but will provide secretary without second user initially — with full understanding that she may be shared in the future. If this is necessary we will make every effort to have you share a low secretary user.
Renal Transplant Team — to become a member of the transplant team including being on call on occasions, and helping with or carrying out shunts and transplants.
— Dr. B.M. Churchill to be the surgical director on the Renal Transplant Team.
There is a major need for another academic urologist in Calgary, and if such is to be attracted he must also be offered a position on the renal transplant team. This will obviously dilute this clinical involvement of all members of the team.
Finally, may I say that we all recognize how we can benefit from your training and expertise. There is at present a harmonious happy relationship and we are anxious to maintain it. I am sure that this is our mutual objective and can easily be maintained."

There is a handwritten "P.S." to this letter which states "Bernie read this letter and annotated in these words: "Good, this will work." "initialled"

Dr Abouna accepted this offer[3] with the request that it not be effective until July 1, 1974. This was acceptable to the Faculty. The beginning date was again changed to April 1, 1974 and later to April 22, 1974.

Dr. Abouna proceeded to take up his duties on the Faculty of Medicine in May 1974. Beginning the fall of 1974, friction began to develop between Dr. Abouna and members of the transplant team. On June 2, 1975 organ transplantation was "temporarily" suspended at the Foothills hospital.[5] On June 4, 1975 Dr. McPhedran recommended to the Medical Advisory Committee of the Foothills Hospital that Dr. Abouna's privileges be reduced by deleting "the transplants, or admit patients for such procedures." On June 19, 1975[6] the suspension on hepatic transplantation was removed in order for Dr. Abouna to carry out a transplantation on a specific patient.

These recommendations were processed through the hospitals appeal procedures and resulted in the following statement being issued September 23, 1975.

"The Board of Management met this morning, September 23rd, to hear the appeal of Dr. George M. Abouna concerning the reduction of his privileges to conduct renal transplants at the Foothills Hospital. Present also at the hearing were Dr. Abouna and his counsel and Dr. N.T. McPhedran and his counsel.
After full consideration, not only of the hospital's obligation to deliver health care in Southern Alberta, and more specifically the needs of the Renal Failure Program, the Board has concluded that, in the interest of the affected patients, both present and future, it is essential that an effective renal transplant team be part of, and available to, this important regional program. It is obvious to the Board that such a team is not functioning adequately at this time. It is also apparent that the issue is not simply "personality conflict."
The considered recommendation of Dr. McPhedran, the Director of the Department of Surgery, accepted by the Medical Advisory Committee and affirmed by that Committee after a full appeal hearing, that the renal failure team cannot function with Dr. Abouna as one of its members, was fully reviewed. The Board now confirms that reduction of Dr. Abouna's privileges, by deleting there from privileges of performing renal transplants or admitting patients for future renal transplants. Dr. Abouna has been so advised.
The Board also announced that it expects to receive, by the latter part of October, a recommendation from the Medical Advisory Committee on the re-establishment of transplantation procedures."

On October 16, 1975 the following telegram was sent to Dr. Abouna from the Foothills Hospital:

"This telegram is to advise you of the contents of two letters which have been sent to your office under Dates of October 15th and October 16th.
Letter of October 15
This will advise you that the Medical Advisory Committee, at the special meeting held on Friday, October 10, passed a resolution to the effect that it be recommended to the Board of Management that your medical staff appointment be revoked and cancelled.
Under the terms of the Medical Staff Bylaws you are entitled to request an appeal hearing before the Medical Advisory Committee.
Letter of October 16
This is to advise you that at a special meeting of the Board of Management held on October 15th the Board received a recommendation from the Medical Advisory Committee to the effect that your medical staff appointment be revoked and cancelled.
Herewith I provide you with a copy of the Board's decision in respect to the Medical Advisory Committee's recommendation: "That the appointment of Dr. George Abouna to the medical staff be cancelled and revoked."
This revocation and cancellation is effective immediately. If you have in-hospital patients that require your attendance I recommend that you discuss their care with the director of your department."

On October 17th the following statement was made to the media by Foothills Hospital:

"... it is equally clear after careful consideration that the operations and objectives of the Hospital in the delivery of patient care, and particularly the Renal Failure Program have been seriously damaged by the discord, disruption and controversy of recent months. With the needs of the present and future patients foremost in mind and on the recommendation of the Medical Advisory Committee, this week the Board of Management cancelled and revoked the membership of Dr. Abouna in the Medical Staff of the Foothills Hospital. This action revokes all Dr. Abouna's privileges of practice and he can no longer admit or treat patients at the Hospital. It should be noted that the appeal procedures set forth in the Medical Staff Bylaws of the Hospital are available to Dr. Abouna in respect of this action."
(This is a portion of a more complete statement)

The withdrawal of Dr. Abouna's privileges was met with a great deal of media attention, protest, picketing, etc. It involved public figures both at the municipal and provincial level. There is no doubt that all this activity was significant and was a significant ingredient in the later decisions made concerning Dr. Abouna's University appointment.

After having his privileges revoked Dr. Abouna devoted his time full-time to his duties at the university since he was unable to obtain hospital privileges elsewhere in Calgary[7]. It is obvious that he spent considerable effort and funds seeking to reverse the decision of the Foothills Hospital.

This matter with the Foothills has been the subject of much litigation. The judgments of the court and the transcripts should be examined for a more detailed statement of the facts of the relationship between Dr. Abouna and the Foothills Hospital.

In order to carry out his clinical function and to be a member of the renal transplant team Dr. Abouna required a license to practise medicine in Alberta as well as hospital privileges at the Foothills Hospital.

An effort was made to have Dr. Abouna's license to practise his specialty withdrawn, but this also was quashed as the result of a Court action.

On June 30, 1976 Dr. Abouna's appointment with the University of Calgary ended. Three months prior to that date he was advised by the President that a renewal or extension of his contract had not been recommended, and that the appointment would not be renewed.

Foothills is a teaching hospital for the Faculty of Medicine and the medical school is physically attached to it. The legal relationship between the hospital and the university was not viewed as entirely satisfactory since neither the medical school nor the university have representation on its Board as of right, however the de facto relationship is quite extensive. Dean McLeod is presently a member of the Board, and the Division Heads within the Faculty of Medicine are the Department Heads within the Hospital for their specialty. Foothills also makes a significant financial contribution towards the salary of the clinical appointments within the faculty. We received the distinct impression from both Dr. Cochrane and Dr. McLeod that the relationship between the university and Foothills has not yet reached the stage they would prefer and they were very concerned about anything that might interfere or damage this relationship.

This report is concerned with the circumstances surrounding the non-renewal of Dr. Abouna's University appointment, and only incidentally with the withdrawal of Dr. Abouna's privileges at the Foothills Hospital, particularly insofar as that may have influenced the University decision. Nevertheless, the same personnel in the Departments of Surgery and Medicine were involved in the events at both institutions, and the substance of the issues which arose at the hospital presumably entered into consideration of the renewal of Dr. Abouna's University appointment.

The principal allegation made against Dr. Abouna was that he disrupted the function of the transplant team. There was conflict between Dr. Abouna and some nephrologists concerning control of the post-operative care of transplanted patients. Some of the members of the transplant group, particularly certain senior surgeons and nephrologists, stated that they could not or would not continue to work with Dr. Abouna. It should be noted that Dr. Abouna has a strong personality and temperament. In addition to critics, he also had stalwart supporters among his colleagues and associates at all levels. It is clear that Dr. Abouna was determined to develop and maintain a rigorously high standard of care in the transplant unit. His angry responses to perceived shortcomings inevitably trod upon sensitive toes.

These issues were aired in Dr. Abouna's suit against the Foothills Hospital, and the evidence presented there must be assumed to have played a part in the adverse decision taken by the University. The trial division of the Supreme Court of Alberta ruled that the withdrawal of Dr. Abouna's privileges at the Foothils Hospital was wrongful and invalid on procedural grounds. In his decision, Justice MacDonald pointed out that "the rule of natural justice requires a notice of the charges or complaint, a notice of hearing, and an opportunity to answer the charges or complaint." The fact that this had not been done raised a question in the mind of the Judge as to the possibility of improper motives on the part of those responsible for the improper procedures.

It is ironic that one of the major reasons offered for the withdrawal of Dr. Abouna's privileges at the Foothills Hospital was that he exerted an improper influence on patients and undermined their confidence in the physicians operating the renal program. Justice MacDonald accepted the view that undermining the confidence of patients should be considered a breach of professional ethics, and if done on false grounds, would constitute professional misconduct. Yet the Medical Advisory Committee of the Foothills Hospital when considering the withdrawal of Dr Abouna's privileges in October 1975, was presented with a chart reporting to show an unfavorable comparison between the results of Dr. Abouna's transplant record (operative mortality, incidence of post-operative complications) and that of other North American transplant surgeons. This chart subsequently was cited in a press release issued by the hospital Board. This chart and Dr. Abouna's record subsequently were subjected to audit by eminent independent experts. Justice MacDonald agreed with their conclusion that the chart was false. Their analysis indicated in fact that Dr. Abouna's record compared favorably with that of his peers elsewhere and his results were superior to those prevailing in Calgary before his arrival. Other evidence introduced in this proceeding attested to Dr. Abouna's praiseworthy reputation as a transplant surgeon and the high professional regard which he enjoyed among his peers at other North American institutions.

Dr. Abouna's research accomplishments also had been the object of public disparagement. As the result of a separate action taken by Dr. Abouna, an out-of-court settlement was reached in which these adverse comments were withdrawn and his integrity as a research scientist of good reputation and his standing as an academic surgeon acknowledged in a formal letter of apology. When Dr. Abouna's university appointment was brought into question, he repeatedly requested an independent expert evaluation of his record of academic and professional performance.

After meeting with Dr. Cochrane and receiving his letters of March 23rd and April 6th, Dr. Abouna on April 19, 1976 requested reasons from Dr. Cochrane for the non-renewal of his appointment. Dr. Cochrane's reply[8] was as follows:

" Dear Dr. Abouna:
I am responding to your letter of April 19th in which you request that I provide reasons for the decision not to offer you a new contract.
"After careful analysis and assessment of the needs and objectives of the Faculty of Medicine, the decision was made that your services were no longer required.'
"Yours sincerely,
W.A. Cochrane"

A special meeting of the Faculty of Medicine Faculty Council was called on March 31, 1976 to consider the following matters:

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1. That the Faculty of Medicine recommends that 'limited term' contracts be restricted to visiting professors, sessional instructors, professional associates, and post-doctoral teaching fellows.
2. That academic members of this Faculty at present holding 'limited term' contracts who are not visiting professors, sessional instructors, professional associates, or post-doctoral teaching fellows (a) should be considered for 'initial term' contracts without undue delay, and (b) where a recommendation from a Division Head is against continuation of an individual contract on an 'initial term' basis, the Dean shall forward this recommendation to an Academic Appointment Review Committee for advice."

There was also a letter dated April 28, 1976 (Appendix) signed by ten members of the faculty requesting an impartial committee to conduct a review of the decision to renew or not renew Dr. Abouna's contract. The full text of the letter is as follows:

"We have learned that Dr. Abouna's appointment with the University of Calgary will not be renewed until it expires in June 1976, on your recommendation.

Abouna was appointed as an Associate Professor on a "limited term" contract.

As you know, he believed that he had reasonable expectation his contract would be renewed.

The Faculty Handbook contains (section 3.6.1, page 1-6) a section on the responsibilities and composition of Academic Review Committees. In this paragraph it states "...in every case relating to an appointment 'without definite term' or the renewal of an appointment as an Associate Professor or Professor, the Dean/Director shall forward the recommendation of the Department/Head to an Academic Appointment Review Committee for advice...".

In this case, we are aware that both of you and the Head of Surgery have been personally involved in the matter of Abouna's loss of privileges in the Foothills Hospital. It seems to us particularly important that you have the advice of an independent Academic Review Committee on the renewal or non-renewal of his University contract.

Therefore, we urgently request that an impartial Committee be convened to conduct such a review in accordance with the recommendation in the Handbook. We suggest that the members of this Committee be approved by the executive of TUCFA."

The matter of impartial review had been raised at a May 12th meeting of Faculty Council" as the following excerpt from the minutes indicates: —

"Limited — Term Appointments

Dr. Preshaw said that the regulations governing limited-term appointments made no reference to such appointments at the Associate Professor level and there was, therefore, some doubt whether such appointees were being or had been treated in a fair manner. It would be more satisfactory if an Academic Appointment Review Committee were to constitute an appeal mechanism.

Although notice of motion was normally required, he nevertheless wished to introduce a motion on this matter. Dr. Rowlands moved and Dr. Beck seconded a motion "That the standing rules be suspended for this item." The motion was put to the vote and **DEFEATED.** Following Dr. Beck's request for a count, 13 were for the motion and 36 against. The Dean said that he would accept a notice of motion from Dr. Preshaw, but the latter indicated that he would attempt to obtain sufficient signatures for a Special Faculty Council Meeting in the near future."

The minutes of the special meeting provide as follows: —

"The Chairman said that this Special meeting had been called on the written request of 12 faculty members. The two motions to be considered had been circulated with the notice of the meeting.

Dr. Beck proposed and Dr. Goren seconded the following motion: "That the Faculty of Medicine recommends that 'limited term' contracts be restricted to visiting professors, sessional instructors, professional associates and post-doctoral teaching fellows." Dr. Preshaw, speaking for the motion, said that limited term appointments were held by some faculty at the Associate Professor level. The history of limited term appointments and the so-called 80-20 rule showed that limited term appointments were not meant to apply to "soft money" positions. These measures seemed rather intended, in association with certain other measures, to permit a reduction in the number of faculty members during periods of university budgetary short-fall. While limited term appointments did not normally imply any university commitment beyond the end of the stated term, in the case of full-time limited term appointments at the associate professor level there was nonetheless an implied commitment which did not apply to the categories listed in the motion.

The Chairman pointed out that limited term appointments constituted a mechanism that permitted recruitment and appointment of faculty when university-funded positions were not available. Dr. MacCannell said that limited term appointments might be restricted to those persons who serve the Medical School in one small area only and should not apply to those who contribute significantly to teaching, research and service. Dr. Baumber proposed and Dr. Lorscheider seconded the following amendment "That the words 'where those appointments are 100% university-funded' be added at the end of the motion." After a brief discussion the amendment was put to the vote and **CARRIED.** The motion as amended was then put to the vote and **CARRIED.**

Dr. Beck moved and Dr. Preshaw seconded the following motion "That academic members of this faculty at present holding 'limited term' contracts who are not visiting professors, sessional instructors, professional associates or post-doctoral teaching fellnws: a) shnuld be considered for 'initial term' contracts without undue delay and, b) where a recommendation from a Division Head is against continuation of an individual contract on an 'initial term' basis, the Dean shall forward this recommendation to an Academic Appointment Review Committee for advice." Dr. Beck said that this motion was linked to the previous motion, which had however been amended before being carried, but he felt that the new motion could stand on its own. In view of recent events, and especially with an inadequate appeal procedure, a decision regarding present holders of limited term appointments should be made in the very near future and the participation of an Academic Appointment Review Committee would be beneficial.

A number of members considered that the two parts of the motion were in fact two separate motions and should be considered separately.

A "straw vote" showed the majority against dividing the motion. Dr. Guenter said that if the motion was carried, it would in effect be changing the rules concerning limited term appointments in midstream and this was to be deprecated. Dr. Wyse proposed and Dr. Read seconded a motion "That the motion be tabled." This was put to the vote and **DEFEATED.** After further discussion the original motion was put to the vote and **DEFEATED.**

A motion for the adjournment proposed by Dr. Hollenberg and seconded by Dr. Guenter was carried, and the meeting adjourned at 5:30 p.m."

There was no formal review as requested although Dean McLeod did canvass several members of the Faculty prior to making his recommendation.

Dr. Abouna's appointment document indicated that 50% of his time was designated for research and it was agreed by all parties that he was a productive researcher and a prolific publisher. Nevertheless, it was the opinion of the head of Surgery that the university appointment should be terminated largely because of antagonism from some other faculty members who also were involved in the dispute at Foothills Hospital.

An academic appointee in a clinical department normally would have justification in expecting more support from his academic head for the continuance of his research and academic pursuits, regardless of any conflict arising in the area of professional practice. That the support was not provided is further evidence that the academic Head of Surgery was peculiarly constrained in his freedom of action by the attitudes of the private practioners in his department. This it would appear also had a bearing on the fairness of the way in which Dr. Abouna's appointments were handled. In spite of denials to the contrary, personality conflicts do seem to have entered into the decision concerning Dr. Abouna's academic status. This is not consistent with normal and fair academic practice and is contrary to CAUT guidelines.

Another significant factor in this situation is the University of Calgary's appointment policy. We refer to the *"80/20 guideline"* which states:

> The 80/20 Guideline refers to the Board's policy of selective non-replacement of regular, full-time Board appointments terminated through attrition, which reads as follows:
>
> That... the University adopt a policy of 'selective non-replacement' of full-time regular Board appointments terminated through attrition, and in order to implement this policy at the level of the University Budget Committee and various academic administrative offices, including those of Department Heads, as a guideline the sum of tenured and probationary staff shall approach 80% of the teaching complement exclusive of GTA's; accomplishment of the guideline shall not be at the expense of GTA funding; departures from the guidelines may take place only with the approval of the Personnel Relations Committee of the Board of Governors.'

The above policy effectively places up to 20% of faculty in the category of 'limited term' appointees. In order to ensure the recruitment of top quality staff under 'limited term' appointments, the Dean's Council felt it necessary for the University to be able to offer such appointees 'fringe benefits' which would enhance the attractiveness of the appointments. Accordingly, the Board of Governors subsequently approved a recommendation from the Personnel Relations Committe that 'fringe benefits' be extended to persons employed on full-time 'Limited term' Board appointments of 12 months' duration or longer on the same basis as they are made available to regular, full-time Board appointees. This appointment category has become known as the 'full-time limited term' appointment.

In February of 1975, the Board of Governors approved a recommendation from Deans' Council and the Personnel Relations Committee which modified the 80/20 Guideline by permitting Departments with more than 80% regular staff to recommend the 'initial term' reappointment of staff members who have completed a 'full-time limited term' appointment, without the requirement of approval by the Personnel Relations Committee. This modification reads as follows:

> That when a 'full-time limited term' appointment (normally of three year's duration) expires and a subsequent appointment is to be offered to the same person in a unit which has more than 80% of its members in the tenured or tenurable class, then the subsequent appointment may be a probationary one, implying consideration for appointment without definite term, it being understood that candidates for appointment without definite term normally require five year's previous service.

At the time the 80/20 Guideline was introduced, the University was entering a period of uncertain student enrolments, having just seen its dramatic growth of the late 1960's come to a sudden halt. Because government funding was tied to student numbers, the Board was concerned about its ability to meet obligations to regular, full-time staff in the event of further enrolment declines. Its option was intended to ensure that, over time, up to 20% of the University's academic staff would be on 'limited term' appointments (i.e. no obligation of renewal or extension beyond the stated term) so that there would be some method, however crude, of responding to financial exigencies.

While this relaxation of the Guidelines reduced budgetary flexibility somewhat, the Board was advised that the revision was necessary to enhance the University's ability to attract and retain high calibre staff.

In March of 1975, the General Faculties Council passed a motion asking the Board of Governors 'to remove the 80/20 Guideline with respect to further appointments at the University of Calgary and, in the event of the removal of the 80/20 Guideline, arrive at a policy decision with respect to clarifying the appointment of those people currently on terminal appointments." Council's request was considered by the Personnel Relations Committee, but was rejected at the January 15, 1976, meeting of the Board of Governors, where it was decided that the 80/20 Guideline should be retained.

These guidelines brought about the type of "full-time limited term" appointment offered to Dr. Abouna. They are set out in greater detail in the Faculty Handbook.

Dr. Abouna, since the time of the non-renewal of his contract, has been seeking an academic appointment elsewhere and has been unsuccessful. The result is that a recognized surgeon is apparently unable to practice his speciality in Calgary or elsewhere and that an academic surgeon is unable to pursue a full time career within a Faculty of Medicine.

With this somewhat brief coverage of the relationship between Dr. Abouna and the University of Calgary, we will now attempt to answer the questions directed to us by the Academic Freedom and Tenure Committee.

1. To comment in general on whether or not it is appropriate for a University to make a decision concerning the continuation of a faculty appointment which is based, in whole or in part, on the views, opinions or decisions of individuals or bodies representing institutions outside the constituent university which may not be governed by procedures and standards found within the university.

The full-time limited term appointment arose as a result of the so-called 80/20 policy. This policy is an attempt to control the number of tenured appointments. We are not aware of how many of these appointments there were but what information we do have indicates that for the academic years 1974/75 and 1975/76 there were 22 such appointments, 10 being from the Faculty of Medicine. Of these 10 appointments 3 were not renewed and none of these received peer review. It is believed that these three contracts were

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not renewed by the University rather than the individual faculty member declining to remain [10].

The Calgary Faculty Handbook clearly indicates that limited term appointments are intended to be used only for relatively junior appointees. Whatever justification may be offered for this 80/20 rule, its application to an appointment as senior as that of an Associate Professor in a clinical department of the medical school was inappropriate and regrettable. At the University of Calgary, it is generally understood that the 80/20 rule was introduced in an attempt to provide budgetary flexibility should financial exigency arise. The potential which tenure quotas introduce for weakening conventional protections for academic freedom is clearly illustrated in this case. There is no suggestion that any financial stringency was involved in the decision not to renew Dr. Abouna's appointment. (In fact a replacement was actively sought.) Instead the 80/20 rule was employed here in a fashion that even its sponsors and proponents did not intend.

If it should be argued that removal of the Foothills component of Dr. Abouna's salary would have meant an increased University Component were his appointment to have been renewed, and if the University genuinely could not find this money (and there is no evidence that this was the case), then the fair thing would have been to offer Dr. Abouna the continuance of his academic appointment with only the University component as his stipend. We cannot accept the view that continued appointment should have been withheld because of this discomfort Dr. Abouna's presence might have occasioned to those with whom he had had disputes.

Quotas on tenure or tenurable positions have been of some concern to the CAUT in the past. In this case the result of the quota is the full time limited appointment. The CAUT Handbook states on page 45:

> "7. Appointments are of three classes
> (i) those that confer tenure
>
> (ii) those that confer probationary status on the candidate, implying that at the end of a stated period the university will either confer tenure on him or discontinue the appointment;
>
> (iii) those made in some exceptional cases, where a university may find it necessary to make appointments with a contractually limited term, carrying no implication of renewal or continuation beyond the term and no implication that the appointee is on probation for a permanent appointment."

and further on page 49 is:

> "B. 1. Contracts for limited terms are undesirable except for special purposes and should not be substituted for probationary appointments."

In our opinion exactly what the CAUT guidelines intend to prevent has happened. Both Dr. Abouna and Dr. McPhedran agreed that in their discussions prior to the offer of appointment being made, the type of appointment was discussed. Dr. McPhedran explained that the limited term appointment was necessary for budgetary reasons and that "if everything worked out" a future appointment would be made, leading to a continuing appointment. The difference is over the interpretation of "if everything worked out." The university's present position is very clear. They argue that the formal appointment letter is a binding document and that document clearly states:

> "This appointment carries with it no commitment respecting continuation of employment beyond June 30, 1976"

and therefore any commitment made by Dr. McPhedran would have no effect. Dr. Abouna's contention that this was dismissed as a mere formality, received some support from other members of the Faculty who indicated that this was the way they viewed these appointments. The figures provided earlier would indicate that except for the Faculty of Medicine this appears to be the case. Dr. Abouna's statements to us and the notes he has of his conversations with Dr. McPhedran definitely indicate that the significance of the 2 years appointment was downplayed [11]. That the appointment was expected to be a continuous one is implicit in a number of ways (e.g. the five year budget for the transplant unit which Dr. McPhedran prepared in anticipation of Dr. Abouna's appointment). It is clear that both Dr. Abouna and the University were making a substantial investment in the transplant project and it is unreasonable to conclude that at the time of Dr. Abouna's appointment either he or the University regarded their arrangement as temporary or contingent in any real sense.

The extent of the legal relationship between Dr. Abouna and the University of Calgary should be determined, elsewhere. However, there is no doubt that Dr. Abouna took certain actions as a result of his understanding of the arrangements. In our opinion it is illogical for a senior academic or medical specialist to do what Dr. Abouna did in accepting the appointment at Calgary, if he understood that all he was offered was a two year appointment with no expectation of a continuing relationship.

There are certain ambiguities within the appointment letter, the university policy and the Handbook which would confuse the average faculty member (if he bothered to read them.) For example, see section 3.6.1. of the Faculty Handbook. The appointment letter states that:

> "This offer of appointment is made with the understanding that you are not under any obligation, legal or otherwise to return to or take up employment elsewhere at the end of the contract term specified in this letter".

While the Board of Governor's Manual specifies:

> "That when a 'full time limited term' appointment... expires and a subsequent appointment is to be offered to the same person in a unit which has more than 80% of its members in a tenured or tenurable class, then the subsequent appointment may be a probationary one, implying consideration for appointment without definite term, it being understood that candidates for appointment "without definite term normally require five years service.""

Our point is that considering all the surrounding circumstances, the action taken by Dr. Abouna in coming to Calgary rather than accepting the other appointments offered must clearly suggest that the better action by a university would have been to ensure that the decision to not renew the contract, of a person of Dr. Abouna's stature and profession, was both correct and fair not just within its legal obligation. In other words, peer review. The recommendation of Dean McLeod was taken after consultation with other members of the Faculty but we believe this was neither adequate nor equitable.

In addition, to the possible commitment made outside the appointment letter, and the ambiguity in the appointment documents, there is the question of clinical appointments within a medical faculty. It is our understanding that the clinical appointment is common to medical schools. Although there is nothing in the appointment letter that required a license to practise or hospital privileges, we believe that it is expected that removal of hospital privileges will cause difficulty if the faculty member is expected to teach within the hospital environment. We understand that it is possible for clinical appointments to exist without the individual having hospital privileges. Should the removal of the hospital privileges mean that in all cases the university appointments automatically cease? We do not believe so.

The relationship between a university and its teaching hospitals appears to be a matter of concern from the point of view of the ability or the permission to practise in the hospital. These are the so-called "privileges" which formed a major part of the early problems concerning Dr. Abouna. It would seem proper that the attitude of the university should be clearly expressed to clinical appointees when first appointed. Thus, if the terms of the appointment demand that the individual exercise his clinical (i.e. bedside) skills in the particular university hospital, this should be stated in the terms of appointment. In addition, the criteria and methods of appointment should be listed, e.g., possession of suitable medical qualifications and the constitution of the credentials or other authorizing committee. It is important that the possibility of an individual losing one and retaining the other appointment (ie. university or hospital) must be entertained if separate appointments are to be made and suitable provisions for handling such an event should be arranged and made known to potential appointees. It is, perhaps, true to say that had these been taken and made manifest, the entire problem with and for Dr. Abouna might have been averted.

The "closed" nature of the Foothills Hospital in Calgary makes the question of hospital privileges even more significant since an authority other than a committee of his peers has the final word in judging whether a medical practitioner (who is fully qualified in all other respects) in fact is granted privileges. In other words a properly qualified doctor does not have an automatic right to hospital privileges in a particular hospital. These privileges are renewed annually and although the renewal is normally a formality it is possible for them to be revoked or not renewed. When this is considered, the effect of the University of Calgary's decision upon the faculty member is even more significant and demanding of impartial review. The matter is compounded when it has been determined by the courts that the hospital acted improperly. The same situation would have faced the university if the hospital had simply let the privileges of Dr. Abouna expire.

The letter of Dr. McPhedran to Dr. Abouna indicates that in addition to duties within the hospital, Dr. Abouna was to devote approximately 50% of his time to research and to assume some teaching duties. It is clear that in his case a portion of Dr. Abouna's responsibilities could be carried out without hospital privileges. If this were to be done that portion of his salary provided by the Foothills Hospital would be lost. The loss of these funds was considered important to Dean McLeod and in his opinion such an appointment was a luxury the Faculty could not afford. It became apparent to us after our conversations with Dr. Cochrane, Dean McLeod and Dr. McPhedran that the relationship with Foothills Hospital, the downtown medical practitioners, and the part-time clinical faculty was of great concern to them, and that this concern exerted considerable pressure on them. We have no evidence of direct interference from without the faculty, but do believe that the attitudes of the profession outside the faculty, the Board and administration of Foothills Hospital, and the community were significant influences.

We must emphasize that Dr. Abouna found himself in a difficult position due to all these forces. What we heard indicated that his university work was satisfactory. However, the support that an academic would expect from his peers and supervisors when confronted by non-university criticism was not provided. This becomes more important when it is appreciated that 50% of his time was to be devoted to research.

We do not think it appropriate for a university to make a decision concerning the continuation of a faculty appointment based on the decisions made outside the university. Having said that, we do appreciate that this can not be absolutely applied to clinical appointments, particularly those where it is essential that the faculty member have hospital privileges. We do believe that the status of full time clinical members of faculties should be clarified. New appointees should be clear as to the relationship with other bodies be they hospitals, licensing bodies, or governments. We do not believe that this was clear to Dr. Abouna at the time of appointment.

The information received by us was that he was one of the few academic clinicians doing significant research. This research was part of his duties and this would imply that the university should have made a decision concerning Dr. Abouna based on accepted standards of academic evaluation, and according to the Handbook. We received enough indications about the competence and quality of his research to indicate that he was entitled to such an independent evaluation separate from the controversy, antagonism, etc. of the events at the hospital.

2. To examine the circumstances surrounding the decision of the University of Calgary not to renew the appointment of Dr. George Abouna, in the Division of Surgery of the Faculty of Medicine and to determine whether or not the decision was fairly taken and reasonable in view of the understanding which is alleged to have existed between Dr. Abouna and Dr. McPhedran when the former accepted an appointment at Calgary.

This has been answered in our response to 1.

3. To determine to what extent the University's decision was based on an evaluation of Dr. Abouna's research competence, teaching ability and service to the university community and to what extent it was based on an evaluation of his professional activities outside the university.

If we could ignore the hospital decision and the interpersonal conflicts within the clinical area the representations to us portrayed Dr. Abouna as a good, competent, prolific, demanding, collaborative researcher, who had limited opportunity to teach, particularly within the undergraduate program, but who appeared to be competent in this area. He was a faculty member who made normal contributions to Faculty committee work. In other words, a prima facie case was made for the continued appointment of Dr. Abouna. When the hospital situation, the funding of the Faculty,

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the relations with the profession, the publicity, the conflicts within the Division of Surgery are all added to the picture, the least the University should have done, if it considered it could not or ought not withstand or ignore these pressures, was to provide for an independent evaluation of Dr. Abouna's contribution to the University. We are not competent to decide whether the Faculty of Medicine required someone of Dr. Abouna's capabilities but this sentiment was expressed to us by several Faculty members. We should also add that their information indicated that it was only in the clinical area that there was significant disruption and that the research in which Dr. Abouna was involved in other areas was not interfered with, although everyone was aware of his situation.

4. If it is determined that the decision not to continue the appointment was based, in whole or in part, upon the reasons underlying the decision of the Board of Management of Foothills Hospital to revoke Dr. Abouna's hospital privileges, the committee is asked to comment on the fairness and equity of a university decision based on such reasons.

This question has already been partially answered. We do believe that the decision taken by Foothills influenced the University's decision and that this resulted in Dr. Abouna not receiving a fair and equitable evaluation according to accepted academic standards. We find it hard to believe that those directly involved could not be influenced by this external pressure surrounding the case. We have not gone into the decision of the hospital since this was the subject of continuing litigation at the time we were in Calgary. We don't believe that it is necessary to delve into the actions or reasons for the actions of the hospital. Instead our role is to evaluate the action of the University of Calgary when it was faced with the decision of the hospital in light of the duties of Dr. Abouna and the interrelationship between the Faculty of Medicine and Foothills.

Conclusion

1. If it were to be determined that the legal relationship between Dr. Abouna and the University was not one that automatically terminated June 30, 1976 we do not believe he received a proper evaluation.
2. Even if such a determination were not made, we believe the external pressures upon the University, the Faculty and the involvement of the Dean and the Head of the Division of Surgery in both the University and the Hospital decision, the obvious personal conflicts within the clinical areas and among the members of the transplant team required the University to ensure that there was an independent review of Dr. Abouna's performance either as provided by 3.6.1 of the Handbook or by an ad-hoc procedure. This is particularly relevant when part of the duties of a faculty member are related to duties performed within an outside institution. It is even more significant when the effect of the decision has the consequences it has had in this case. We do believe that these consequences could have been foreseen.
3. We do believe that the "80/20 rule" was a convenient answer to a difficult situation since no mention was made of financial stringency within the Faculty of Medicine other than the withdrawal of the Foothills contribution.

In closing it should be mentioned that extensive negotiations transpired between the CAUT, the University and Dr. Abouna prior to our involvement and that except for the settlement with Dr. McPhedran, they were not successful.

At one point in the spring of 1977, a recommendation for Dr. Abouna's reappointment was placed before the Board of Governors of the University but rejected on the ground that it was not genuine because it did not envision the restoration of Dr. Abouna's full academic and professional functions.

We would also advise that we appreciated the co-operation received from Dr. Cochrane, Dean McLeod, Dr. McPhedran, Richard Vanderberg, and Walter Zwirner of TUCFA and those members of the University community who took the time to meet with or talk to us.

We appreciated as well the co-operation of Dr. Abouna and found particularly helpful the extensive documentation provided us. This documentation enabled us to better understand the situation.

All of which is respectfully submitted this 7th day of June A.D. 1978.

P.L. Freeman
K.M. Leighton

Footnotes

1. Letter of appointment, dated November 26, 1973.
2. Letter dated June 5, 1973, McPhedran to Abouna.
3. Letter dated June 18, 1973 Abouna to McPhedran.
4. Letter dated February 27, 1974, McPhedran to Abouna.
5. Memorandum dated June 2, 1975, Coombs.
6. Letter dated June 19, 1975, McPhedran to Coombs. Memorandum dated June 20, 1978, R. Coombs.
7. Memorandum dated February 25, 1976, Abouna to Cochrane.
8. Memorandum dated April 21, 1976, Cochrane to Abouna.
9. Minutes of Faculty meeting held on May 12, 1976.
10. Letter dated February 8, 1978, R. Vanderberg. Letter dated February 21, 1976, R. Vanderberg.
11. Notes of telephone conversation, dated June 5, 1973.

The Walsh Case at the University of Waterloo

This is a report of the Academic Freedom and Tenure Committee concerning the case of Professor Vivian Walsh, denied the right of a fair hearing at the University of Waterloo.

Introduction

It is a fundamental right in a democracy that a citizen appealing a verdict be given reasonable notice in writing of the time and place of the hearing and a summary of the earlier decisions and the reasons for them. If the appeal board proposes to introduce new evidence during the course of the hearing, it should send the appellant a summary of any material not introduced in any prior proceedings and give him an opportunity to speak to it. The Canadian Association of University Teachers has adopted these principles and framed them in our Policy Statement on Academic Appointments and Tenure. A recent case at the University of Waterloo illustrates the problems associated with the introduction of evidence at a proceeding which at the same time disallows the professor the opportunity to speak to it. This is the case of Professor Vivian Walsh, formerly of the Economics Department at the University of Waterloo.

Background

Professor Vivian Walsh was appointed Visiting Professor to the Department of Economics for 1970-1971. The Department, in the midst of graduate programme development, was at that time appointing a number of senior scholars with international reputations. The Chairman of the Department, Professor Sidney Weintraub, offered Walsh a four-year probationary appointment in the Spring of 1971 and indicated the following Autumn that he was eligible for tenure consideration. Professor Weintraub was replaced as chairman in January 1972 by Professor Robert Mundell, who voted in late 1973 in favour of tenure for Walsh and forwarded a positive departmental recommendation.

In the meantime, however, the government decided to discourage the graduate programme in economics at Waterloo, and the Dean of the Faculty of Arts informed Walsh that "the sort of Department of Economics that Dr. Sidney Weintraub and Dr. Robert Mundell had envisaged is now not possible," and, as a result, that he intended to terminate Walsh's appointment in June 1974.

Nonetheless, the appointment was extended while Walsh appealed the Dean's negative tenure decision to the Faculty of Arts Tenure Committee under recently-adopted procedures, and this committee returned the appeal to the Department for reconsideration. In November 1975 the Department provisionally recommended against tenure and confirmed its decision in early 1976. Professor Walsh appealed once again to the Faculty Tenure Committee but was unsuccessful and at that point appealed to President B.A. Matthews for review of the decision.

At this stage serious procedural errors hindered Walsh from receiving a fair hearing of his appeal.

The President referred Walsh to the Academic Vice-President, Professor T.A. Brzustowski, who in accordance with the new procedures submitted the case to the University Tenure Advisory Committee (UTAC), chaired by himself. Professor Brzustowski wrote to Walsh, inviting him to make "an initial presentation" at the meeting of May 28, 1976. It was Walsh's understanding that all documents pertaining to his case would be shown him beforehand and that, in view of the fact that a number of criticisms relating to his teaching appeared for the first time at the 28 May meeting, he expected that he would be invited to appear at a second meeting to refute the new charges. Professor Brzustowski subsequently denied having promised anything more to Walsh other than that the committee would invite him to appear again if it seemed necessary.

On 22 June 1976 Brzustowski wrote to Walsh to inform him that UTAC would meet again on 24 June and make its final recommendation on 27 June, but that his presence would not be required. But Walsh was out of town on 23 June and did not receive this message until after the committee had met. At a meeting of 25 June, Brzustowski announced that UTAC had recommended that the appeal be denied on the grounds of his "record as a teacher...and not on his scholarship" and that his performance as a teacher was a cause of concern to a number of senior officials at the university.

Grievance at the local level

Professor Walsh appealed to the Faculty Association, which established a subcommittee to look into the case. A report published on 28 June 1977 noted several serious procedural violations at the UTAC hearing. According to the report,

"The committee concluded that the letter dated June 25, 1976 from the chairman of the University Tenure Advisory Committee denying Professor Walsh's appeal contained non-specific allegations of conduct and/or performance deficiencies which had not previously emerged in the formal tenure evaluation process. The evidence indicated that these allegations were never made explicitly to Professor Walsh and were implied only after termination of the tenure appeal process. The committee also determined that these allegations were a significant factor in the negative decision of the University Tenure Advisory Committee. The investigation of the committee also supported Professor Walsh's contention that he was not given the opportunity to respond to the allegations. Therefore, the committee concluded that the procedures applied in the case of Professor Walsh violated both the guidelines for the operation of the University Tenure Advisory Committee agreed to by the University in negotiation with the Faculty Association and the guidelines recommended by CAUT. The guidelines accepted by the University specifically state that the faculty members will receive '...a summary of any new evidence bearing on the case that will be considered by the Appeal Committee'. The guidelines also state that 'A summary of new evidence generated during the appeal procedure will be provided to the faculty member without attribution. The faculty member may respond in writing to the new evidence.' The CAUT guidelines as cited in the Handbook are equally explicit: 'In conducting a hearing, the appeals committee should give the faculty member...a summary of any material or considerations not introduced in prior proceedings and the opportunity to speak to them'."

Such shortcomings, argued the report, amounted to an infringement of Walsh's rights to a fair hearing and ought to be brought to the attention of the President. Further, the report noted that it found neither bias nor procedural error at lower levels of the tenure hearing, but that procedural errors at UTAC effectively denied Walsh due process. In a supplementary report, the subcommittee argued further that the new information which emerged during the review of UTAC played a significant role in the negative recommendation, information which

Walsh was not given an opportunity to refute. The President, however, rejected a reconsideration of the case, and in November 1977 Walsh appealed to CAUT.

Grievance at CAUT

Two particular points disturbed the members of the Academic Freedom and Tenure Committee: the Brzustowski letter of 22 June 1976 and the introduction of evidence at UTAC which Walsh was not given an opportunity to refute.

It is President Matthews' contention that the Brzustowski letter did provide adequate opportunity for Walsh to request an invitation to respond to the allegations but that he did not avail himself of that opportunity. The position of the Waterloo Faculty Association is that during his "initial presentation" before UTAC, Walsh had requested a further opportunity to reappear before the committee to respond to the new charges, but that the Brzustowski letter of 22 June states unequivocally that the committee "will not be inviting you to appear again". Further, the Association argued that the 24 hour period between the Brzustowski letter and the meeting does not constitute sufficient notice for response.

After three visits to President Matthews in an attempt to mediate the grievance, the Associate Executive Secretary, Victor Sim, concluded that the administration at Waterloo was indeed "stonewalling" and did not intend to respond positively to CAUT representations.

The Academic Freedom and Tenure Committee thereupon appointed a Committee of Inquiry (Professors William Nelson, chairman (Toronto); Naomi Griffiths (Associate Dean of Arts, Carleton); and Jack Hyatt (Western Ontario), which visited the University of Waterloo on 1 and 2 August 1978 to hear representations from both sides to the dispute and, in September, filed its draft report with the Academic Freedom and Tenure Committee.

The CAUT committee agreed with the Waterloo Faculty Association that a distinction should be drawn between the proper procedures at the departmental and faculty level and the breaches of procedures at UTAC:

"On strict procedural grounds, we must accept this distinction. The essence of the demonstrable wrong done Professor Walsh is, we think, to be found in the vague, but serious, allegations against him in Professor Brzustowski's letter to him of June 25, 1976—allegations which had not come up previously and to which Walsh was given no chance to reply. Further evidence of wrong was the absurdly limited time given Walsh in the letter of June 22 to present material to UTAC at its meeting of June 24, as well as the Committee's disregard of Walsh's earlier request for materials and for a further meeting with the Committee. These breaches of proper procedure violated both CAUT guidelines and those accepted by the administration at Waterloo University itself. And the refusal of the Waterloo administration to consider redress of any kind has clearly compounded the wrong done Professor Walsh."

The committee was of the opinion that "Professor Walsh had excited strong feelings at Waterloo" and that the real issues of his case were obscured.

"It was simply not possible for us to believe that these concerns had not affected the departmental and faculty consideration of Professor Walsh's request for tenure. If these concerns did affect the departmental judgment of Walsh, then their utter absence from the paper record of these proceedings is evidence not of procedural propriety, but of its opposite. And the underlying wrong done Walsh might simply be that lack of candour and straightforwardness prevented him from ever being able to confront the real objections to him. Whether, if he had been able so to confront them, he would have made a better or worse case, no one perhaps will now ever know. His was, after all, not a case for dismissal which would have had to be made by the University, but a case for tenure which he had to make. Collegiality is one of the components of tenurability at Waterloo as elsewhere; perhaps a good case could have been made against Walsh. The point is, no such case was made. Evasions, vague allusions, administrative arbitrariness—these only confused the real issues and gave Walsh an accumulating grievance against the University."

The draft was circulated to the principals for comment and, at its November meeting, the Academic Freedom and Tenure Committee adopted the recommendation of its inquiry committee for arbitration of Walsh's grievance, one which would be binding on all parties. On November 27, 1978, two officers of the CAUT visited President Matthews to discuss this recommendation and to resolve the case. In January 1979 the President wrote to CAUT stating, "...our position remains that there is no valid or reasonable basis for Professor Walsh's grievance and that we do not accept the recommendation that the dispute be submitted to arbitration".

The Academic Freedom and Tenure Committee, therefore, has reluctantly concluded that it has no recourse but to publish an account of the case to acquaint members of CAUT with what constitutes, in its judgement, a serious denial of the right of due process at the University of Waterloo for Professor Vivian Walsh.

The McClelland Case at the University of Windsor

The following account of a case which was appealed to the Academic Freedom and Tenure Committee illustrates the potential for bias which can arise when a faculty member on a probationary appointment survives a formal dismissal proceeding and is later evaluated for reappointment by those who were involved in the effort to dismiss him.

In 1974 Professor Samuel McClelland received a probationary appointment to the Department of Communication Studies at the University of Windsor. In November of the following year, his department made a unanimously favorable recommendation for the renewal of that appointment. However, in the spring of 1976 during lectures on modern communication to a business administration class of 300 students, Professor McClelland attempted to use what he termed "a gallery-oriented approach to learning." On 10 June 1976 President Francis Leddy, on the basis of complaints arising out of this course, initiated formal dismissal proceedings against him. When the fall term began, Professor McClelland was not given any teaching assignments, pending disposition of the charges against him.

The Dismissal Hearing

At the dismissal hearing President Leddy presented a list of six charges which in his view reflected "gross bad taste and a deep contempt for normal academic standards." These were: that Professor McClelland introduced extraneous, crude and repulsive sexual references which offended women students; that his use of rock music in the classroom constituted cheap and perverse exhibitionism; that he enacted a degrading performance (dubbed the "Catharsis skit") before the class; that he smoked marijuana with students during a class exercise in film; and that, having admitted to the chairman of his department that marijuana was smoked, he subsequently denied it and thereby forfeited his good standing in the department.

On 19 July a Faculty Hearing Committee, jointly struck by President Leddy and the Faculty Association in accordance with university regulations, began its formal consideration of the charges against Professor McClelland. President Leddy acted as prosecutor. Among those who testified at the hearing were Professor McClelland's departmental chairman, another professor in the Communication Studies Department, and the Dean of the Faculty of Social Science.

From the outset, the case against Professor McClelland was tainted with charges and countercharges of bias. Counsel for Professor McClelland argued that a number of the charges infringed on Professor McClelland's academic freedom. He maintained that the use of skits, rock music, and sexual references, all were integral elements of the instructor's attempt to explain the nature of modern communication and the techniques of subliminal advertisements. He noted that his client had never sanctioned the use of marijuana among his students and indeed had warned them against it; he proposed to introduce evidence and to call witnesses to testify that marijuana had not been consumed on the film set.

Professor McClelland's counsel reasoned that the charges represented a predisposition to accept evidence reflecting adversely upon his client. He gave evidence of a fundamental disagreement between Professor McClelland and the chairman of his department on matters of policy. He said, "(the chairman) has already indicated at the hearing that Professor McClelland has at the most one more year in that department. He wants to get rid of him...because he is a problem."

The Hearing Committee dismissed five of the six charges outright. It found that relatively few sexual references had been made in the classroom, and that some students may have been overly sensitive to them. The committee agreed that the sexual references, the skit, and the rock music all were appropriate materials for a course on modern communication and noted that the department of business administration viewed communications more conservatively than did Professor McClelland or his department. It concluded that the rock concert episode fell within the realm of experimental teaching and that its proscription would infringe Professor McClelland's academic freedom. Although the "Catharsis skit" was viewed by the committee as in bad taste, it accepted the chairman's undertaking that severe reprimand was sufficient penalty for this offense. It concluded that the only serious charge, that of the alleged use of marijuana in a teaching exercise was not proved and the committee further concluded that even if true, this charge was insufficient to warrant dismissal. Thus, all six charges ultimately were rejected.

On 5 November the Board of Governors approved the report of the Faculty Hearing Committee. Since classes already were underway, it was decided that Professor McClelland would not assume any teaching responsibilities until the following term.

The Non-reappointment of Professor McClelland

At the dismissal hearing, Professor McClelland's counsel noted that even if acquitted, his client's future would be in jeopardy. "This is going to affect his career no matter what", he said. "He is either going to be finished or in the very least to be damaged." A learned jurist, Lord Denning, once ruled that "No man can be an advocate for or against a party in one proceeding, and at the same time sit as judge of that party in another proceeding". Nevertheless, three weeks after the decision of the dismissal hearing was handed down, it came as a shock to Professor McClelland to discover that three of the six persons who were to sit on the departmental promotion and tenure committee which was to consider the renewal of his probationary appointment, (the chairman, a colleague and the Dean) had testified against him at the hearing to consider his dismissal for cause. Therefore, at a meeting of the departmental council on 29 October, Professor McClelland moved that these three individuals not be allowed to sit on the committee which was to decide whether or not he was to be recommended for reappointment. The chairman ruled the motion out of order. On 5 November, however, Professor McClelland, in a letter to his chairman, noted the potential bias of these three persons, and, in a departmental meeting on the same day, the council voted in favour of Professor McClelland's motion. Three days later, the department rescinded this motion.

On November 18, Professor McClelland formally protested to the chairman against the participation of potentially prejudiced persons in the evaluation of his appointment renewal. He wrote "I wish to re-emphasize that I do not consider this Committee to be unbiased towards me. In fact, you

three are clearly compromised by your present situation and certainly cannot be expected to judge my case impartially. Every professor is surely entitled to an impartial view. I therefore must insist that the above three people withdraw from this Committee."

However, the three challenged persons declined to withdraw. In a meeting later that day, the Promotions and Tenure Committee heard the chairman argue vigorously in favour of his negative recommendation, referring in passing to the "Catharsis skit". Professor McClelland appeared before the committee and once again asked the three persons to absent themselves from discussion. After he left, the committee reassured itself of their right to decide the matter and, a day later, voted 6-0 against reappointment.

Internal Procedures at the University of Windsor

According to Senate By-Law 17 which was then in effect at the University of Windsor, the chairman or head of the department was to chair the Promotions and Tenure Committee (P&T) of the Basic Administrative Unit (BAU). The chairman also was to be responsible for reviewing the work of each faculty member to determine whether to recommend reappointment to the P&T Committee. The Departmental P&T Committee was to consist of: the chairman of the department, the Dean, three members elected by the department—two of whom were to be tenured—and one student. The President could be called upon to fill any positions left vacant by insufficient departmental manpower.

The P&T Committee was required to forward its recommendation to the University Committee on Academic Promotion and Tenure (UCAPT) by 30 November. Adverse decisions of the departmental P&T Committee could be appealed to UCAPT on both procedure and substance. If an appeal on procedure was successful, UCAPT was to return the case to the P&T Committee for reconsideration (provided it was satisfied that the irregularities did not prejudice a fair hearing); if successful on substantive matters, UCAPT could either remit the case for reconsideration or forward its own recommendation to the President.

Matters of both substance and procedure also could be appealed ultimately to the President. If, in exceptional cases, the President overruled UCAPT, he was required to remit the case for reconsideration if it involved a matter of procedure, but on issues of substance, his decision was to be final and beyond further appeal.

Subsequent Appeals to UCAPT and the President

Professor McClelland appealed the negative decision of the P&T Committee to UCAPT. Prior to its hearing, he was provided with a written summary of the reasons for the adverse decision of the departmental P&T committee. These did not refer directly to the charges made at his earlier dismissal hearing, but specified inadequacies in teaching, research and participation in the administrative affairs of the department. However, the wording used to describe these shortcomings raised some question as to their objectivity. Thus his teaching was described as unsatisfactory in terms of its "long term congruence with departmental aims," and he was said to have obstructed the work of the department on occasion "with his widely different views put forth with unnecessary vehemence." In its presentation, the departmental P&T committee reported that it found his "approach was precisely the approach the department had sought to become dissociated from," and that it "stressed the fundamental differences between Professor McClelland and the department."

Professor McClelland also was charged with wrongdoing in that he had accused his colleagues of "a lack of integrity and honesty in both the department and the Media Centre", and that he had "violated University procedures in attempting to influence the outcome of his teaching evaluation." The basis for these charges was not specified, although the first might have been related to the disputed account of the conversation concerning the alleged use of marijuana which was part of the dismissal hearing. The onus to disprove these charges was left to be borne by Professor McClelland without his being informed of the specific evidence which was being offered in their support.

Thus, although lacking specificity, the expressions used in the departmental P&T summary do suggest at least disciplinary bias. Moreover, in replying to this summary at the appeal hearing, an unreasonable burden was placed upon Professor McClelland to disprove unspecified charges of dishonesty and impropriety. He was not allowed to be present when the department subsequently made its case against him, and therefore had no meaningful opportunity for rebuttal.

At its hearing on 17 December, the UCAPT upheld the departmental recommendation by a vote of 6 to 2, with its chairman (a Vice President) and the Dean (who had sat on the departmental committee) abstaining. President Leddy subsequently maintained that the composition of the departmental P&T committee was mandated in the agreement with the faculty association, and that he was powerless to vary it. He also claimed that the question of bias was eliminated at the UCAPT hearings because none of the members of that committee who cast votes had been involved in the earlier dismissal proceeding. It is important to note that the appeal hearing did involve a *"de novo"* consideration of the substantive issues, but simply ruled on whether or not it regarded the departmental decision as reasonable. Hence, if bias did intrude at the departmental level, it was rendered largely inaccessible to challenge at the appeal hearing. Professor McClelland did argue at UCAPT that the recommendation of the departmental P&T was flawed with bias because of the committee's composition, but he was not allowed to refer to the issues raised during the move to dismiss him in order to illustrate the potential which they implied for bias on the part of the departmental P&T, these matters being officially excluded from the appeal hearing as no longer germane.

On 31 December Professor McClelland appealed the adverse decision of the UCAPT to President Leddy, who rejected his appeal as being without substance; on 8 February 1977 the Board of Governors confirmed the President's decision.

It is the view of the Canadian Association of University Teachers that, while not conferring the right of renewal, a probationary appointment carries with it the right to a proper consideration for renewal. Our position with regards to proper consideration has been published in the Handbook (Third Edition: 1979) [1]. One aspect of this matter is of particular interest in understanding the case of Professor McClelland. Proper consideration for renewal, in our view, concludes in a judgement not necessarily favourable to the candidate, but one which is free from the imputation of bias and arbitrariness. One way to prevent such imputation is to make certain that constituent members of appointment and appeal committees who have personally been involved with a particular case should step aside when the committee deals with it.[2] It surely follows that one who has taken a position on one level of discussion will almost certainly carry that position to another. Since discussions on appointment and appeal are held at various levels, it is indeed possible that someone who has argued against promotion or reappointment at the departmental level may be asked to confirm his own view at the university level. Indeed, it may be that a university president, having convened a dismissal proceeding — which is a delegated authority — and served as prosecutor, may find himself the court of appeal in the case of non-renewal for the same professor, and although the issue may appear to be separate, it may be exceedingly difficult, if not impossible to will away one's convictions. Such, it appears, was the case at the University of Windsor.

The potential for bias in the evaluation of Professor McClelland's appointment renewal seems inescapable. It would strain credibility to maintain that there was only a casual relationship between the failure of the university in its effort to dismiss Professor McClelland for cause, and its subsequent success in removing him by not renewing his probationary appointment. In circumstances such as these the importance of ensuring the use of procedures which are scrupulously fair and in accordance with the principles of natural justice seems obvious. That justice not only be done, but be manifestly seen to be done, it is necessary that a person acting in a judicial capacity must not be merely fair, but above suspicion of unfairness. The conspicuous insensitivity of those who had participated in the effort to dismiss Professor McClelland for cause, in failing to see the need to withdraw from the subsequent consideration of his reappointment, is remarkable. The chairman was both the initiator of the dismissal attempt and testified against Professor McClelland at the dismissal hearing. At that hearing, President Leddy acted as prosecutor of the charges. Nevertheless, he also became the ultimate judge of Professor McClelland's final appeal which urged him to appoint an outside arbitrator. Thus, not only had the chairman and President Leddy already been involved in the attempt to dismiss Professor McClelland, as had the Dean, but they steadfastly maintained their right to participate in considering the renewal of his probationary appointment. Hence, a cumulative source of bias developed in spite of the President's repeated denials that the move for dismissal and the decision not to reappoint had anything in common.

It is the position of the CAUT that a faculty member on a probationary appointment does not have a right to automatic renewal, but does have a right to a fair and unprejudiced consideration for renewal based upon proper academic criteria. CAUT guidelines point out that even good faith does not exclude the possibility of inadvertent negligence, or bias. Although the President has argued that he was only performing his constitutional duty in acting as the court of ultimate resort, the presence of the same three persons in the dismissal proceeding and the P&T Committee, with the President himself then reappearing as the court of appeal compounded the unfairness with which Professor McClelland was treated. The Dean too served on both the P&T Committee and UCAPT. On April 21, 1977 Professor McClelland appealed to CAUT.

The CAUT Appeal

The Academic Freedom and Tenure Committee studied the case and recommended to Dr. Leddy that Professor McClelland should be accorded simple due process. It urged that his case for renewal be heard *"de novo"* by an impartial committee of qualified academics who had not been associated in any way with the decision of the University not to renew his appointment, or the appeals arising therefrom, or with the previous attempt of the University to dismiss him for cause. No attempt was made to impute bias on the part of BAU, but, rather, as Dr. J.R. Stevens, Chairman of the Academic Freedom and Tenure Committee at that time, stated, "...we feel that, under the circumstances, judgement should have been exercised to ensure Professor McClelland an impartial hearing at all levels in the matter of his non-renewal". He also explained that, in consideration of CAUT's attempts to establish an impartial hearing, Professor McClelland had agreed to suspend a court action against the University which he was planning to pursue. Professor Stevens argued that such disputes are most properly resolved within the academic community.

However, President Leddy rejected the argument that Professor McClelland had not had a fair hearing. He maintained that Professor McClelland had been vindictive in his attack on the university, had suffered widespread collegial disrespect, and was academically incompetent. He assured Dr. Stevens that not only had McClelland been given his day in court, but that the court itself, whether department, university or presidential, also was duly-constituted and had acted with due regard to avoid bias. He pointed out the UCAPT had been precise in differentiating the issues of dismissal and reappointment and had voluntarily decided that neither its chairman nor the Dean would participate in the discussion or in the vote on Professor McClelland's appeal. The other eight members of the UCAPT had had "no prior connection, in any way with the earlier procedures". He noted that Professor McClelland has not previously seen fit to impugn the integrity or the propriety of the president's office as a court of appeal, but speculated that once the decision had been levied against him, Professor McClelland decided that the president had acted unfairly.

When all of its efforts to secure an acceptable resolution of this dispute had failed the Academic Freedom and Tenure Committee concluded that the procedures employed in the McClelland case had been inadequate to ensure fair and unbiased treatment. In view of the unwillingness of the university to agree to an appropriate review, the Committee concluded that a public rebuke of those responsible would be appropriate and authorized the publication of an account of the case.

1 Pp. 21-23.

2 Cf. CAUT HANDBOOK (Policy Statement on Academic Appointments and Tenure, III, All.), P. 48

Behind the veil

Women students dominate Kuwait's university. Dilip Hiro continues his look at the Middle East.

The Kuwait University is extraordinary. It has more women than men. It has almost as many foreign students as national. It runs community service centres outside its campuses.

And, in spite of its comparatively recent origins, it has already established itself as one of the three outstanding universities of the Middle East, in terms of variety of curricula, application of new ideas, progressive management, and teacher-student ratio — the others being the American University of Beirut and the American University in Cairo.

Its growth has been remarkable: from 418 students at the University College of Women, and the campus at Khalidiya, in 1966, to 7,720 students registered on five campuses, scattered around the outskirts of Kuwait, ten years later.

But, because this expansion was matched by a corresponding rise in the budget — up from Kuwaiti dinars 1.3m (£2.5m) to Kuwaiti dinars 23.3m (£45m) — there has been no decline in academic or other standards.

The teaching staff, which has increased from 31 to 383 during this decade, is drawn from 30 nationalities, the most cosmopolitan in the Middle East.

Kuwait University has as yet produced very few Ph.Ds, and Kuwaitis form only one-sixth of the teaching staff.

The situation is of course quite different as far as the student body is concerned. Three-quarters of the students come from Kuwait and the four other Arab Gulf countries: Qatar, Bahrain, United Arab Emirates, and Oman. "The first priority in admission is given to the Kuwaitis, who now form 55 per cent of the student population," said Dr. Hassan Ali Ebrahim, the 37-year-old Kuwaiti rector of the university. "The second priority is given to the non-Kuwaiti residents, and the applicants from the Arabian Gulf countries. Then come other Arab and Islamic countries, and so on."

This means that different standards are applied to the Kuwaiti applicants and the non-Kuwaiti ones. When, for example, the engineering faculty was started two years ago, it was decided to admit all the Kuwaiti applicants with 70 per cent grades or more, and then allocate the remaining places to others, on the strict basis of their academic performance. Last year the requirement for the Kuwaitis was reduced further to 65 per cent of the grades.

The result is that, of the 210 places in the engineering faculty, 70 per cent are taken up by Kuwaitis, and 15 per cent by Gulf Arabs. There is a similar policy in the medical faculty.

There are almost twice as many women as men because many Kuwaiti men get sent abroad, for university education, by parents rich enough to afford it but not liberal enough to let their daughters leave home.

Not surprisingly, women dominate the arts and education faculty, and are almost on numerical par with men in the faculties of pure sciences, commerce, economics and political science; law and *sharia* (Islamic law) and medicine. Women are found in the engineering faculty, especially in its civil engineering and architecture department and in fact a third of all engineering students are women.

The medium of instruction in engineering and medicine, as well as pure sciences, is English. All entrants have to take an English test. Those failing cannot pursue any accredited courses until and unless they pass a special one in English. After that, the student must take and pass a course in English every year.

Two years ago, a special language centre was set up to coordinate the teaching of foreign languages, primarily English. Its task is to develop curricula to suit the specific needs of each of the six faculties. With a teaching staff of over 100, it is now the biggest and best equipped centre of its kind in the Middle East.

It is this spirit of innovation that moved the university authorities to substitute the American system of course units, for the Continental system of annual examination.

The teacher-student ratio of 1:20 compares favourably with the 1:15 ratio at the elitist American University in Cairo.

However, for the American practice of mixing courses imparted by different faculties in one package, to be effective, a university must accommodate all its faculties on one campus. This is not the case with the Kuwait University at present. But gigantic construction work is in progress; and, if things go as planned, all the faculties should be housed on a single campus by 1982.

Meanwhile the university is making an impact on society at large. Last year it inaugurated a community service programme by opening centres in the city and its suburbs (containing most of the national population of one million), where its staff teach non-credit courses in child psychology, arts, home economics, and foreign languages in the evenings.

Unlike many Middle Eastern universities, the Kuwait University has a department of political science in its faculty of commerce, economics and political science, which has the current strength of about 1,200. Of the 200 students majoring in political science and public administration, about a half are Kuwaiti, and another quarter are from the Arab Gulf and the two Yemens.

Each of the major foreign student groups has a union body or two of its own. But the umbrella organization is the National Union of Kuwaiti Students. Among the foreign students, the Bahraini and Palestinian students are the most politically active. Sometimes differences lead to violence. Last February, for example, the members of the Bahraini Students Union and those of the Bahraini Students Club clashed and four were injured.

The social and political divisions among the Kuwaiti students are not that sharp: they divide themselves broadly as "liberal" and "conservative, religious". The last elections to the Students' Union were hotly contested with the liberals, until then holding 14 out of 15 seats on the students' council, facing a challenge from the religious group.

Whereas the religious "Brotherhood of Islam" wanted segregation of sexes, and the wearing of long dresses by all women the liberals wanted the university to go completely co-educational and disband the University College for Women. The religious group improved its position on the students council from one seat to six.

The liberals identify themselves with the Palestinians and other progressive Arab forces; and the religious group with Saudi Arabia, the most powerful neighbour of Kuwait. At the same time, both the students and the university authorities are aware of the rising Kuwaiti nationalism — probably a delayed reaction to the realization that 53 per cent of Kuwait's population and 70 per cent of its workforce are foreign.

Local nationalism expresses itself in terms of pressure from Kuwaiti parents on the university management to admit their children even when their academic performance falls below standard. Although in sympathy with the general idea of giving preference to the Kuwaiti nationals, the management has so far refused to yield.

Parental pressure is bound to increase as the Kuwaiti high schools disgorge ever-increasing numbers to the university which is expected to expand only modestly until the early 1980s, and then stop growing.

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Radical Italian professor charged with terrorism

Arrest of political scientist, accused in kidnap-murder of Aldo Moro, shocks academic community

by Theodora Lurie

The arrest of Antonio Negri, a political scientist from Padua University who was accused of being the main ideologue of the Red Brigade terrorist organization, has startled Italian academics and raised some unsettling questions about the moral responsibility of intellectuals who espouse extremist ideologies.

Mr. Negri, who has lectured at the Sorbonne, has been a leading theoretician of the Italian far-left movement known as "Workers' Autonomy." His classes at Padua University attracted large numbers of ultra-left students.

Despite his extremist views, however, the slight, 46-year-old Marxist scholar is widely respected as a serious and dedicated teacher and the author of highly complex philosophical works.

In recent years, the university has been a center of the Workers' Autonomy movement, some of whose militants were held responsible for harassment of professors and acts of violence on the campus.

Four Colleagues Arrested

Four of Mr. Negri's colleagues in the political science department also were arrested on suspicion of terrorist ties.

Severino Sterpi, dean of Padua's political science faculty, recently described the arrests as "totally unexpected."

"We know that certain professors, like Negri, had a heavy moral responsibility for the student disturbances that at times led to violence. But it seems impossible that this responsibility was anything other than moral," Mr. Sterpi said.

Although in his writings Mr. Negri has advocated violence by workers as a political tool for change, he has been a sharp critic of terrorism. For years he has accused the Red Brigades of being a "mad deviation of the movement" and has characterized them as an elitist group.

He has attacked their use of violence as ineffectual because they lack the kind of mass support necessary to achieve a proletarian revolution. Violence, he has argued, is effective as a means of political struggle only when it has been accepted by a large part of the people.

Academics Shocked

Because of those views, Mr. Negri's arrest as a suspected terrorist leader shocked Italian intellectuals and academics. He is charged with "participation in an armed band," "insurrection against the state," and with complicity in the Red Brigade's kidnap-murder of former Prime Minister Aldo Moro.

The insurrection charge alone, if upheld, carries with it a mandatory sentence of life imprisonment.

Mr. Negri is being held in Rome's Rebibia prison. He has denied any links to terrorist organizations, and his lawyers have accused authorities of basing their case against him on his ideological beliefs.

So far, the most important evidence produced by investigators is a tape recording of a telephone conversation between Aldo Moro's wife and an unidentified spokesman for the Red Brigades, shortly before Mr. Moro's assassination. Prosecutors claim that Mr. Negri is the unidentified spokesman.

An analysis of the tape and of separate recordings of Mr. Negri's voice is being conducted by American experts at the University of Michigan.

Other evidence against Mr. Negri includes:

- A document found in a Red Brigade hideout that is nearly identical to one found in Mr. Negri's study and contains similar handwritten annotations.
- An alleged meeting, shortly after Mr. Moro's kidnapping, between Mr. Negri and a member of "Front Line," a terrorist group affiliated with the Red Brigades.
- Letters seized from Mr. Negri's private files that, prosecutors charge, indicate he provided forged passports and maintained links with terrorists in Ireland, West Germany, and Spain.
- A document found in a Red Brigade hideout that mentions the importance of having "Toni N." participate in a clandestine meeting.

Charges Denied

In a recent interview from prison with an Italian weekly magazine, Mr. Negri denied all of the charges. He said there was a "radical distance" between the Red Brigades and the "Workers' Autonomy" movement, and he accused authorities of trying to "criminalize all forms of dissent" beyond their control.

Italian investigators, however, say the "Workers' Autonomy" movement is simply a cover for the Red Brigades and

CONCORDIA UNIVERSITY

Appointment of the Dean of the Faculty of Fine Arts

The Faculty of Fine Arts grants the following degrees: BFA; MA; (Art Ed.); MFA; and PhD (Art Ed.). Its disciplines include: studio art; art education, art history; cinema; theatre arts; music; and dance. In 1978-79 it had an enrollment of 1,000 full-time students and 900 part-time students.

The appointment, effective June 1, 1980, is for a five-year term in the first instance. The present Dean is not seeking reappointment.

Fluency in French is highly desirable.

Applications or nominations, with biographical information, should be sent by October 15, 1979 to the Chairman of the Advisory Search Committe, Professor Jack Bordan, Vice-Rector, Academic, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8.

CONCORDIA UNIVERSITY

Appointment of a Vice-Rector, Academic

The Vice-Rector will be responsible for three Faculties: Commerce and Administration, Engineering, and Fine Arts. (There is another Vice-Rector for the Faculty of Arts and Science.) The appointment, effective June 1, 1980, is for a five-year term in the first instance. The present Vice-Rector is not seeking reappointment.

Ability to conduct university affairs in French, notably in relations with government and other universities, is a requirement of the position.

Applications or nominations, with biographical information, should be sent by October 15, 1979 to the Chairman of the Advisory Search Committee: Dr. John W. O'Brien, Rector and Vice-Chancellor, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8.

the alleged dispute between them is a sham.

In effect, that would mean that Mr. Negri had been leading a double life, saying one thing and doing another. Mr. Negri's supporters contend that it is unthinkable that a man of his reputation would be capable of such duplicity.

Before becoming the leading theoretician of Italy's far left, Mr. Negri was an adherent of Catholic action groups and later a member of the Socialist Party. He left the Socialists in 1960 and established a radical review, *Red Notebooks*.

In 1969, Mr. Negri helped establish the "Workers' Power" movement, a far-left group that urged workers to break with labor unions and take the class struggle into their own hands.

Split Called Tactical Move

Four years later, "Workers' Power" split up. Some members reportedly joined the Red Brigades while others, including Mr. Negri, formed the Workers' Autonomy movement.

Government investigators charge that the split in the Workers' Power movement was merely a tactical move that permitted Mr. Negri and other theoreticians to direct terrorist activities from a semi-legal base. Three other leaders of the Workers' Autonomy movement have been arrested.

However, some observers here are skeptical about the solidity of the case against Mr. Negri and the other arrested leaders. They note that in the past year police have rounded up scores of terrorist suspects, only to release them later for lack of evidence.

Dean Sterpi of the political-science faculty at Padua said the arrests had been "traumatic." They have created a "certain air of suspicion" among faculty members, he said.

He has also had to reassure worried parents that the political science department is not "a training ground for subversives," he said.

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The Ontario Institute for Studies in Education was founded by Ontario statute in 1965 to pursue three major objectives in the field of education: graduate studies, research and development, and field development. It has an enrolment of over 2000 students, of whom about one-quarter are full-time. There are 150 faculty members, supported by a strong research staff.

The Director, as Chief Executive Officer, is responsible for the overall management and efficient operation of the Institute and reports to the Board of Governors. The Director is expected to give direction to the Institute's work in the pursuit of its three major objectives and to give academic leadership to a wide range of graduate programs at the master's and doctoral levels. The Director is also expected to maintain liaison with the appropriate ministries of the federal and provincial governments, with the province's school systems, and with the educational community at large.

The term of office is five years and is renewable. The salary is negotiable.

Applications should be accompanied by a curriculum vitae, nominations by a brief supporting statement, and be sent to:

Dr. Taylor H. Evans
Chairman of the Board of Governors
The Search Committee for a Director
Room S1217
The Ontario Institute for Studies in Education
252 Bloor Street West
Toronto, Ontario M5S 1V6

Changes in Revenue Canada regulations might affect teachers on sabbatical leave

Revenue Canada announced on July 23, 1979 that its interpretation of residency will change and it would be defined in a forthcoming Interpretation Bulletin. The text of the Special Release is as follows:

"Re IT-221

Determination of Residence for Individuals Leaving Canada

Notwithstanding anything in IT-221, where a taxpayer who ordinarily resides in Canada leaves the country after the date of this Special Release and returns to Canada in the same or the following taxation year to the same employer or business, he will generally be regarded as a continuing resident of Canada throughout the period of his absence. An exception to this will be considered where the taxpayer clearly establishes that he severed all residential ties on leaving Canada and there is no evidence that his return to Canada was foreseen at the time of his departure.

The bulletin will be revised accordingly."

The beginning of paragraph 2 of the current Interpretation Bulletin IT-221 reads as follows:

"Subject to the rules in section 250 of the Income Tax Act and any applicable provisions in reciprocal tax conventions or agreements between Canada and other countries, residence is a question of fact. In any case where an individual had been a resident of Canada and left to live in another country, all relevant factors would have to be considered in deciding whether or not he continued to be a resident of Canada. If, for example, a temporary stay outside Canada was for a holiday or for health reasons, the individual would normally be considered to be still resident in Canada. In other cases where another residence has been established, a predominant factor would often be whether he had retained or severed his residential ties with Canada.

It seems that a university teacher who leaves Canada for two years or less will now have difficulties in being considered a non-resident even if he or she had severed residential and other ties with Canada.

This new regulation could affect sabbaticants who will be earning income outside Canada.

So, if you are going on sabbatical (to a foreign country) between July 23 and October 31, 1979, check if you will be affected adversely by this new regulation. If you will be accruing a large financial loss because of this change, you should contact the CAUT as soon as possible.

Certains professeurs en conge sabbatique pourraient etre affectes par des changements dans les reglements de Revenu Canada

Revenue Canada annonçait le 23 juillet dernier des changements dans leur interprétation du terme "résidence". La nouvelle définition apparaîtra plus tard dans le Bulletin IT-221R. Le texte du communiqué spécial se lit comme suit:

"Objet: IT-221

Détermination de la résidence dans le cas de particuliers quittant le Canada

Nonobstant toute disposition du IT-221, lorsqu'un contribuable résidant habituellement au Canada quitte le pays après la date de publication du présent communiqué spécial, et revient au Canada pendant la même année d'imposition ou au cours de l'année suivante et reprend ses fonctions chez le même employeur ou dans la même entreprise, on considérera généralement qu'il a continué de résider au Canada pendant son absence. Une exception à ce principe est possible lorsqu'un contribuable démontre clairement qu'il a rompu tous les liens de résidence en quittant le Canada et qu'il est évident que son retour au Canada n'était pas prévu au moment de son départ.

Le bulletin sera révisé en conséquence."

Notons que le début du paragraphe 2 du Bulletin d'interprétation IT-221 se lit (jusqu'à maintenant) comme suit:

"Sous réserve des dispositions de l'article 250 de la Loi de l'impôt sur le revenu et de toutes les clauses applicables des accords fiscaux réciproques conclus entre le Canada et d'autres pays, la résidence est une question de fait. Dans tous les cas où un particulier qui a été résident du Canada l'a quitté pour vivre dans un autre pays, tous les facteurs pertinents doivent être étudiés afin de déterminer s'il continue ou non d'être résident du Canada. Par exemple, si un particulier fait un séjour temporaire hors du Canada pendant ses vacances ou pour raison de santé, il est normalement considéré comme résidant toujours au Canada. Dans les autres cas où une deuxième résidence a été établie, le fait qu'il ait conservé ou rompu ses liens de résidence au Canada est souvent un facteur prédominant."

Il semble donc qu'un professeur quittant le Canada pour deux ans ou moins aura plus de difficultés à être considéré comme non-résident même s'il a rompu ses liens de résidence (et autres liens) au Canada.

Ces nouveaux règlements pourraient surtout affecter les professeurs dont une partie des revenus pendant leur congé provient de sources étrangères.

Alors, si vous êtes de ceux qui partez en congé sabbatique pour l'étranger entre le 23 juillet et le 31 octobre 1979, veuillez vérifier si vous serez affecté par ces changements. Si, en conséquence, vous deviez subir de pertes financières importantes, veuillez communiquer avec l'ACPU le plus tôt possible.

Economic benefits

Obviously, for teachers making more than $28,000, the effect of income tax could be increasingly important in terms of regional differences. However, they could be living in a larger house, for example, Royal Trust House Number 2 (2 storey, 4-bedroom brick house)

But for teachers making less than $28,000, the above conclusion will probably still hold and the effect of the regional difference in housing costs will be very important indeed.

A final remark is necessary. While, for convenience, we start with the same gross salary for each city, reality is a little bit more complex. For example, the median salary of full-time associate professors (excluding medical/dental faculty members) was in 1977-78 $24,077, $26,950, $27,550, $29,642 in the Atlantic provinces, Ontario, Western provinces and Quebec respectively (Statistics Canada data). What it amounts to then, is that in certain cases, higher income taxes or higher housing costs are compensated by higher gross salary. This probably is the case in Alberta and British Columbia but in other cases, the problem of high income taxes or high housing costs can be compounded by low gross salary. This could easily be the case in Halifax, if the gross salary paid to an associate professor (say) is not much higher than the region median salary mentioned above.

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BOOKS . LIVRES

Leopold Infeld, **Why I Left Canada: Reflections on Science and Politics**, translated by Helen Infeld, edited by Lewis Pyenson, McGill-Queen's University Press, 1978.

Sketches from the past

by Michiel Horn

In 1941 a theoretical physicist at the University of Toronto published an autobiography, *Quest: The Evolution of a Scientist*. For a forty-three year old man it was an unusual thing to do: how many would dare to publish such a book in mid-career and mid-life?

Leopold Infeld was an unusual man, however. Born in Poland, he reached Canada in 1938 via the Institute for Advanced Study at Princeton. There he had worked with Albert Einstein and written with him a popular history of physical thought. The collaboration continued while Infeld was at Toronto. In 1950 he returned to Poland, where he was active in his field and in intellectual life until his death in 1968.

Why I Left Canada is partly a continuation of his autobiography, partly a collection of "sketches from the past." The latter deal with famous people as well as with some who are not famous at all but who mattered to Infeld. Most moving are Infeld's tribute to his sister Bronia, who like so many perished in the Holocaust, and his brief recollection of the town of Konin, where he taught in a Jewish school for a few years in the 1920s.

Infeld also writes about his mentor, Wladyslaw Natanson, about his friend and collaborator, Albert Einstein, about Niels Bohr, Robert Openheimer and Max Planck. These pieces, like the rest of the book, were published in Polish in the 1960s; it is good to have them available in English. They reveal Infeld as a chatty and urbane observer and participant.

As the editor of the book, historian of science Lewis Pyenson, points out, Infeld's writings are important not least because of the insight they give into the scientist's quest for understanding in a world in which science is beset by politics.

Canadian readers will be drawn particularly to the first section, "Canada and Poland." Chapters one and two deal with Infeld's Canadian years and his return to Poland; chapter three discusses at length Infeld's experiences in Stalinist Poland and after.

On the whole Infeld recalls his years at the University of Toronto as having been good ones, even though theoretical physics was not supported as generously as he thought it should be, and though he found Toronto dull. His leaving seems to have been the result of a misunderstanding compounded by the anti-communist atmosphere of Canada in the early Cold War years. Infeld's request for a year's sabbatical after twelve years of teaching was more or less routine; his desire to spend the year in Poland was not. At least that is how some Canadians saw it. There was public criticism and a rumour that Infeld was in a position to provide the East bloc with atomic secrets. This was nonsense. Questions of Infeld's loyalty were raised, however, among others by that stalwart defender of the British connection and related orthodoxies, the

Leader of the Opposition in Ottawa and former Premier of Ontario, George Drew. (Those who know of Drew's attack on Frank Underhill a decade earlier will not be surprised by his role in the Infeld affair.)

Infeld was told he could not have a sabbatical; he responded by resigning. According to his account a subsequent request by the Canadian attaché in Warsaw that he surrender his passport was taken by him as a demand that he relinquish his citizenship. He did so and assumed his Polish nationality again. His chapter on "Poland" shows that he was innocent about Stalinism and knew little of its excesses. He recognizes, however, that he was very much *persona grata* after his return, and that his experiences were scarcely typical of Polish scientists in general.

There is some bitterness in Infeld's discussion of why he left Canada and of the action of the Canadian government in denaturalizing the Infelds' Canadian-born children. But if he shook the Canadian dust off his feet, he remains aware that his Canadian sojourn saved his life and gave him many friends. And even in describing his troubles with politicians, journalists and university administrators Infeld remains surprisingly urbane.

Leopold Infeld comes alive in this book: we share his ideas, accomplishments and enjoyments, and smile at his occasional vanities and foibles. The volume has been well-served by its editor, who has also contributed a useful introduction and notes, and by its translator, the author's American-born widow. It makes for good reading, even or perhaps especially for those of us who are not physical scientists. There may be those among the latter who are critical of Infeld's claims for himself or for others, and there is, no doubt, more which can be said about the context and details of Infeld's decision to leave Canada. But this reviewer enjoyed his recollections and can warmly recommend them to others. McGill-Queen's Press is to be congratulated for publishing this book, a welcome reminder of one of the more distinguished men to have taught in Canada.

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Can government create culture?

by David W. Steedman

Bernard Ostry, **The Cultural Connection**, McClelland and Stewart Ltd., Toronto, $7.95.

This work is intended as "an essay on culture and government policy in Canada". It consists of seven chapters. In chapter 1 the author states his intentions, and the framework within which he wishes to articulate his ideas is obvious from the beginning, as he says: "the Federal Government has a clear responsibility — if we are to have a country at all — to encourage the growth of that missing sense of a common heritage and destiny". The federal task is to ensure that we "connect", and presumably *The Cultural Connection* takes this as its basic premise. He then discusses in a general way our need for a policy for the arts and culture, underlining that a policy for cultural development "does not set out to regulate culture but to improve the conditions in which it can flourish, taking account of the way in which citizens and governments and social scientists conceive it". In this introductory chapter he also defines culture, taking the word to mean: (1) artistic and creative expression, or expressive symbolism; (2) mores, manners and customs; (3) ethnicity; and (4) the social behaviour distinguishing groups. The book, however, as explained on the back cover, discusses essentially the arts in Canada's national life and the impact of government spending on the arts.

Chapter 2 discusses early Canadian culture and is obviously indebted to the

work of Innis on the fur trade and communications. Ostry engages the basic issue which he will constantly address throughout the book, namely that the Canadian government neglected federal culture policy until the 1960s and "consistently failed to recognize that the cultural issue in Canada is more complex and requires more attention as a continuing political problem than is the case in most countries." He then traces the reasons for the lack of a cultural policy and the history of the various federal institutions such as the National Gallery and the Public Archives which slowly emerged in the early part of this century. The historical background here gives an accurate and balanced picture of early twentieth century Canadian society as a whole, contrasts the development of Canadian culture with that of American and outlines the constraints of our colonial heritage.

Chapter 3 is also mainly historical and at times anecdotal. The description of the Canada Council and the Massey Commission have already been commented on by several reviewers of this work and do, indeed, make fascinating reading for any historian of Canadian culture or society in the 1950s. One regrets, however, that Ostry, although he interrupts the narrative for brief reflections or interpretations of events, sticks largely to an historical perspective. He raises the interesting question of why it was difficult to create a cultural policy in Canada and why we developed so differently from the United States. Although he perceives the problem, he has not made the effort to study it seriously either within the Canadian context or on the comparative international level, to learn why, as he says, "Canada is in some confusion in this as in other policy areas". At the end of the chapter the true focus of his book is elucidated: "The Massey Commission had been a creature of idealism and economic power generated in Canada by the Second World War, but its recommendations crystalized a Canadian train of thoughts which had been developing since Confederation by fits and starts. This was the notion that, unlike its southern neighbour, the government of Canada had a part to play in fostering culture as it had in building roads, railways and communication systems. As yet, though, the central importance of this function to nation-building and public survival was hardly understood, at any rate in federal government circles. The same could not be said of Québec."

Chapter 4 discussed the development of Quebec's cultural creativity and awareness during the quiet revolution. One wonders, as one reads through this documentation, whether the emphasis on government frameworks and cultural infrastructures is really as important as the author assumes. This central difference between English and French Canadian cultural development at the time arose from the simple fact that Quebec culture developed as an integral part of the quiet revolution, not as a separately imposed state "culture". He says: "The connection between culture and political survival had always been clear in the French-speaking province. It was perceived by people and governments alike and the connection was becoming clearer to some." One could dispute whether, indeed, such a "connection" can be made. Culture in the French-Canadian context is so intertwined with the survival of language and society itself that the kinds of distinctions Ostry attempts to draw between culture on the one hand and society on the other really make little sense in Quebec or within any cohesive national group.

Chapter 5 consists of a catalogue of the successful and unsuccessful attempts of the Canadian government to set up cultural programmes in the 1960s. It is largely centered, therefore, on cultural administration and does not analyse the content of culture. It assumes that the government must be interventionist and that cultural awareness, cultural presence, artistic creativity and, therefore, national unity can be fostered by programmes of the Secretary of State and its agencies. Ostry doesn't analyse these programmes in detail but regrets the fact they have not been properly interconnected or articulated and that we do not yet have an overall cultural policy. In this and the concluding chapters he emphasizes once again, with great regret, the lack of cohesiveness in English-Canadian culture and the desperate need to foster it if we are to survive.

There are several difficulties or questions that inevitably come to mind on reading the text Ostry has produced. Although he set out to describe and analyse the relationship between culture and government policy in Canada, it is a shame that he has chosen to emphasize government to such an extent and Canadian culture, especially English-Canadian culture, so little. He says in his Introduction, for example, that he is writing from the point of view of an English-Canadian from a certain ethnic background. Yet it is undoubtedly the chapters on Quebec which display the greatest grasp of what the necessary preconditions are before government intervention really takes on any meaning. Although he constantly says that a cultural policy should only favor the conditions in which the culture can flourish, nevertheless, the notion that one can legislate culture and thereby create it is behind virtually everything he describes. The book assumes that culture can be created in a wasteland where it does not exist. He is like many Canadian nationalists of the last 20 years who believe that we can forcefeed Canadians to create a cultural "product". They tend, therefore, to neglect the positive aspects of the process of English Canadian-speaking culture.

Another somewhat contradictory assumption in much of what Ostry has written is that the accomplishments in building a cultural infrastructure in the 1960s were spectacular and that such organizations as the National Arts Centre or the National Museums Corporation have been a great asset to Canadian national culture life. As true as this may be to a degree, it neglects several fundamental facts. Consider,

Introduction to the
Study of Law

S. M. Waddams, M.A.,LL.B.,LL.M.,S.J.D.
of the Ontario Bar, Professor of Law, University of Toronto

The first part of INTRODUCTION TO THE STUDY OF LAW sets out the nature of the law and its social function from the point of view of lawyers themselves.

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for example, the fact that most Canadian culture activity operates at the regional or local level and that the policy perspective from on high in Ottawa is not really relevant except to those very entrepreneurial regional organizations that are awarded the grants. A more thorough analysis of the recent flowering of Canadian culture at the local level might have been combined with a study of the granting programmes of the various agencies in order to arrive at the strength and weakness of the present system.

One could argue that despite the efforts of the 1960s to build a Canadian cultural infrastructure, it is still true, as Professor Brian Stock pointed out in an article in the *Times Literary Supplement* (May 14, 1976), that we lack a national focus and that most of our "national" institutions are not really national institutions at all in the Western European or American sense of the word. As Professor Stock wrote: "For, as matters presently stand, the vital institutions that affect cultural activity nearly all operate at the regional or local level. There are many examples. No Canadian university recruits on a national basis, as do Harvard and Yale or Oxford and Cambridge. Education is a provincial responsibility, as a recent OECD report noted, and Canada has shown little interest in developing national goals. There is no Library of Congress or British Library. The National Library in Ottawa, both by the nature of its collection and its location, is less use to scholars than the Robarts Research Library in Toronto.

Anyone living outside the Ottawa region needs a personal jet to profit from the National Arts Centre. The National Gallery is only now acquiring permanent headquarters. Canada has no equivalent of the Times or Le Monde. National and municipal issues dominate The Globe and Mail and Le Devoir; international events are merely fed in by the wire service."

Ostry's essay does not consider how government has affected the quality of Canadian culture and whether or not we have simply created the sort of culture that prevails in many small countries and which is not, whatever its local standards may be, truly international or cosmopolitan. In this light, his lack of an analysis of the content and the accomplishments of outstanding English Canadian artists and writers is disappointing. What about Davies? What about Frye? What about Pratt and those who have taken their places in the best Western European tradition?

It is interesting to note, finally that scientific and academic research are largely neglected, although they are part of the culture and undoubtedly influenced by the federal granting agencies.

About our reviewers

Michiel Horn is with the Department of History at Glendon College, York University . . . David W. Steedman is Director of Social Sciences at the International Development Research Centre in Ottawa . . . Archie Malloch is with the Department of English at McGill University.

Way to misunderstanding

By Archie Malloch

Kenneth P. Mortimer and T.R. McConnell, **Sharing Authority Effectively**. Jossey-Bass Publishers, San Francisco.

This work provides a survey of issues and problems in university government in the past two decades. The focus is exclusively on U.S. institutions. In the 25-odd pages of bibliography there are several entries under the name of Professor R.O. Berdahl. but no reference to the work he wrote in 1965 with the late Sir James Duff. the report of a commission on university government in Canada, sponsored jointly by CAUT and AUCC. The uselulness of the book to Canadian academics will depend on our ability to analogize from discussions of problems not quite our own: but since that is a skill Canadians learn early. CAUT members are likely to find that the book repays study.

The chapters deal with such matters as "Accountability and External Constraints," "Faculty Interaction with Trustees," and "Statewide Coordination and External Constraints." Chapter 3 ("Impact of Collective Bargaining on Governance"), chapter 4 ("Faculty Interaction with Administrators and Students"), and chapter 6 ("Central Administrative Leadership") are likely to be particularly interesting to CAUT members. The authors, professors of higher education at Penn State and Berkeley, have chosen to do a general survey of recent literature, punctuated with brief, particular *exempla*. The phrases and adverbs of editorial comment throughout the book are gathered together in the final chapter to form a body of general observation and counsel.

The book does not offer any extended case studies. It was clearly not the authors' intention to do so. But the absence of such studies means that there is no real attention given to the element of political judgement in university government. To practise the art of the possible, it is first necessary to discern the possible, and that, of course, will vary from campus to campus. The Morimer-McConnell book reminds us that there are many variant structures of university government available, and it analyzes the problems associated with each. But it fails to remind us that the chief recommendation for any one of these structures is that it is seen to be the most appropriate for a given place and time. In the chapter on central administrative leadership the reader will find no discussion of a president's capacity for discerning where agreement or coopertion already exist in his university—a critical capacity, for without it a president is unlikely to be able to identify the structures which can amplify and develop that cooperation, and so he will be reduced to mere tinkering, however that tinkering may on occasion be represented as a bold, new initiative.

The title betrays an assumption in the authors that is by no means indisputable, namely that authority can be defined precisely, so as to make it clear what one is and is not authorized to do; conditions can be set on the exercise of any particular authority; the authority to do a variety of particular things can be distributed among a variety of persons or bodies, and so distributed as to achieve a certain equilibrium. But I am not convinced that the constituent elements of a university can actually *share* a given authority. And if we persuade ourselves, by endless appeals to "collegiality," that we can, then far from advancing the cause of a truly collegial life, we may find that we have opened the way to misunderstanding, and ultimately to serious dissension.

University of New Brunswick

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The School of Administration will become a Faculty on July 1, 1980, and applications are now invited for the new position of Dean of the Faculty.

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ADMINISTRATIVE POSITIONS

UNIVERSITY OF ALBERTA. **Faculté Saint-Jean.** The University of Alberta, Faculté Saint-Jean, Edmonton, Alberta, invites the nomination of, or application from, candidates for the position of Dean, for a term commencing July 1, 1980. It is anticipated that the successful candidate will serve an initial term of at least six months as Associate Dean prior to his appointment as Dean. Both men and women are invited to apply. The Faculté Saint-Jean is a multi-disciplinary Faculty of the University of Alberta providing an undergraduate education in a French-language environment. Enrollment encompasses some one hundred and eighty (FTE) students in the Bachelor of Arts, Bachelor of Education and Bachelor of Science programmes. The position of Dean entails responsibility for the administration of nineteen full-time members, plus sessional instructors. Candidates should have appropriate academic qualifications, administrative experience in university or comparable situations, and strong leadership ability. Further, given the role of the Faculté Saint-Jean, candidates should be fluent in English and French and sensitive to the needs of the French-Canadian community. Written nominations, or applications, accompanied by a curriculum vitae, should be forwarded to: Dr. M. Horowitz, Vice-President (Academic), The University of Alberta, Edmonton, T6G 2J9.

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THE UNIVERSITY OF WESTERN ONTARIO. **Department of Psychology. Chairman.** Nominations and applications are invited for the position of Chairman of the Department of Psychology, Faculty of Social Science, effective July 1, 1980. A Senate Selection Committee recommends an appointment for a three- to five-year term, renewable. Nominations and applications should be sent to: The Chairman of the Selection Committee, Professor B. Kymlicka, Dean, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario N6A 5C2. The deadline for submission is October 1, 1979.

WILFRID LAURIER UNIVERSITY. **Faculty of Social Work.** Applications are invited for the position of Dean effective May 1, 1980, or at a mutually agreeable time. Applicants should hold graduate degrees in Social Work, and have administrative and teaching experience. Applications, accompanied by a resumé and the names of three referees, should be addressed to Dr. John A. Weir, Chairman, Search Committee for Dean of Faculty of Social Work, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Closing date for applications is December 1, 1979.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Department of Computer Science.** Applications are invited for the position of *Head* of a newly created Department of Computer Science in the Faculty of Science to begin summer or fall 1979. Candidates should have demonstrated teaching and scholarly research abilities, indicative of senior rank, with a fairly broad background in computer science, and the capabilities of exercising academic and administrative leadership. A Ph.D. in computer science or related area is required. The new head would be responsible for developing future research programs, as well as directing and guiding a rapidly expanding undergraduate program and a relatively new graduate program. At present, there are 5 full-time faculty members, expected to expand to 8 by September 1979, supported by several part-time positions. The undergraduate enrollment is approximately 120 full-time majors. Salary is negotiable. Please send curriculum vitae and the names of three references to: Dr. P. J. Heald, Dean of Science, Chemistry-Physics Building, C-149, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X7, Canada.

UNIVERSITY OF BRITISH COLUMBIA. **Faculty of Dentistry.** Hospital Dentistry — University of British Columbia. Full-time position as Head, Department of Dentistry, U.B.C. Health Sciences Centre Hospital. Responsibilities include planning, developing, administering, coordinating and participating in the functions of hospital dentistry at the U.B.C. Health Sciences Centre Hospital and within the Faculty of Dentistry. Dental degree from an accredited dental school, hospital dental training and eligibility for registration in the Province of B.C. required. Submit curriculum vitae by September 30, 1979 to: Dr. B. H. Goldstein, Chairman, Search Committee, University of British Columbia, Faculty of Dentistry, Vancouver, B.C., Canada, V6T 1W5.

AGRICULTURAL ECONOMICS

UNIVERSITY OF GUELPH. **School of Agricultural Economics and Extended Education.** Assistant Professor. Position in Agricultural Economics with research, teaching and extension responsibilities in Agricultural Business. Responsibilities will be to teach undergraduate and diploma courses in accounting and finance; and to assist with graduate programs where appropriate. Also to participate in the School's research and extension program in Agri-business Management. Preferred educational background is a Ph.D. in Business Administration or a Masters in Business Administration with a C.A. or equivalent. Candidates must have relevant Canadian business experience, preferably with knowledge of Canadian agriculture. Salary Competitive, subject to budgetary approval. Send resumes and three names of references to: Dr. E. L. Menzie, Director, School of Agric. Economics & Ext. Education, University of Guelph, Guelph, Ontario, N1H 2W1. Position available January 1, 1980. Closing date for applications, October 1, 1979.

ANIMAL AND POULTRY SCIENCE

UNIVERSITY OF GUELPH. **Department of Animal and Poultry Science.** Animal Breeder. Ph.D. in animal breeding with background in statistical genetics. Experienced in working with animal industry breeding developments. Responsible for developing a research programme and

The Board of Governors

of

THE UNIVERSITY OF SASKATCHEWAN

invites nominations and applications for the position of

PRESIDENT

The appointment, which will be effective July 1, 1980, is for an initial term renewable by mutual agreement.

The President has general responsibility for the operations of the University including its academic programs and financial affairs, and has such other powers and duties as are assigned to him under the University Act by the Board. Salary and other benefits are negotiable.

The University of Saskatchewan is a publicly funded institution established in 1907. Full-time student enrolment in the 1978-79 academic term was 10,207. It offers a full range of curricula both academic and professional.

Applications should be accompanied by a detailed curriculum vitae and the names of several referees. Letters of nomination should include biographical details of the nominee. Applications, nominations and enquiries should be directed to:

Chairman
Board of Governors
University of Saskatchewan
Saskatoon, Saskatchewan
S7N 0W0

THE HEALTH SCIENCES CENTRE
WINNIPEG, MANITOBA

and the

UNIVERSITY OF MANITOBA

invite applications for the position of

HEAD OF SECTION OF NEUROSURGERY

In the Department of Surgery, University of Manitoba and in the Health Sciences Centre
The position includes a University of Manitoba position as Associate Professor.
The successful applicant will be Director of the Neurosurgery Residency Training Program and be responsible for Undergraduate Teaching
Applicants must have expertise in teaching, research, patient care and administration.
The salary of the geographical full-time position can be supplemented with private income
This position is open to both men and women. Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application are especially encouraged to apply.
Applications, including a complete curriculum vitae and names of three referees, should be sent within 30 days from day of first advertisement to:

A. R. Downs, M.D., Professor and Head
Department of Surgery, University of Manitoba
Surgeon-in-Chief, Health Sciences Centre
Health Sciences Centre, Room GC401
700 William Avenue
Winnipeg, Manitoba
R3E 0Z3

teaching undergraduate and graduate students. Appointment at Assistant Professor level on a contractually limited basis. Position subject to final budgetary approval. Applications accepted to September 30, 1979 or until position filled. Direct replies to: W. D. Morrison, Professor and Chairman, Department of Animal & Poultry Science, Ontario Agricultural College, University of Guelph, Guelph, Ontario, Canada. N1G 2W1.

UNIVERSITY OF GUELPH **Department of Animal & Poultry Science.** One research associate in animal breeding, with responsibilities for estimating genetic parameters concerning beef cattle. Qualifications are a Ph.D. in Animal Breeding and experience in computer programming, BLUP analyses and variance component estimation. Duration: one year with a possible extension for one year. Salary commensurate with experience. Closing date: October 31, 1979. Applications and resumes should be directed to J. W. Wilton, Department of Animal & Poultry Science, University of Guelph, Guelph, Ontario N1G 2W1.

BIOCHEMISTRY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Biochemistry Department.** Research Assistant II. Contractual Appointment. All positions are open to both male and female applicants. Qualifications: Some related work experience; completion of most college level work equivalent to a master's degree with major course work in Chemistry or Biochemistry; or any equivalent combination of experience and training. Duties: The successful applicant will participate in a research project on "The synthesis and conformational studies of polypeptide models for proteins." Duties will also include assisting in the synthetic part of the project and carrying out measurements on the spectropolarimeter and other instruments available in this laboratory. Performs related duties as required. Salary: $13,892 - $15,624. Competition No.: BCH-005-0086-79. Applications in writing, stating competition no., and giving details of qualifications, training and experience, and the names of three sources of reference are to be submitted to: The Director of Personnel, Memorial University, St. John's, Newfoundland. A1C 5S7. For further information concerning the above vacancy, please contact Ms. Vera J. Smith, Personnel Department, Arts & Administration Building, A331, Ext. 2439.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Department of Biochemistry.** Postdoctoral Fellow. Applications are invited, with two letters of reference for the position of Postdoctoral Fellow to work on the structure of fish antifreeze proteins, mechanism of action, biosynthesis and the control mechanism of these proteins, effective April 1, 1979, under the terms of MRC of Canada. Salary is $12,050 first year, $13,350 second year. The above research will be carried out at the Marine Science Research Laboratory. Write to Dr. Choy-L. Hew, Department of Biochemistry, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X9, Canada.

UNIVERSITY OF TORONTO. **Biochemistry Department.** Biochemistry/Playfair Neuroscience. Assistant Professor. Qualifications required: Ph.D. in Biochemistry or related discipline and post-doctoral experience in area of biomembranes. Nature of Duties: To take part in the teaching programs of the Department and to develop research program. This position to be in the area of membrane or receptor biochemistry. The Department is involved in teaching Biochemistry to undergraduates in the Faculties of Medicine, Dentistry, Arts & Science, and Nursing, as well as graduate students. Salary: minimum $18,000 p.a. (12 months). Submit curriculum vitae and names and addresses of 3 referees to: Chairman of Search Committee, Biochemistry Department, Medical Sciences Bldg., University of Toronto, Toronto, Canada M5S 1A8. Effective Date of Appointment: July 1, 1980. Closing Date for receipt of Applications: September 30, 1979.

UNIVERSITY OF TORONTO. **Department of Biochemistry.** Assistant Professor. Qualifications required: PhD in Biochemistry or related discipline and post-doctoral experience. Nature of Duties: To take part in the teaching programs of the Department and to develop research program. The Department is involved in teaching Biochemistry to undergraduates in the Faculties of Medicine, Dentistry, Arts & Science and Nursing, as well as graduate students. Salary: minimum $18,000 p.a. (12 months). Submit curriculum vitae and names and addresses of 3 referees to: Chairman of Search Committee, Dept. of Biochemistry, Medical Sciences Bldg., University of Toronto, Toronto, Canada M5S 1A8. Effective Date of Appointment: July 1, 1980. Closing Date for receipt of Applications: September 30, 1979.

BIOLOGY

UNIVERSITY OF SASKATCHEWAN. **Department of Biology.** Research assistant is required for investigation of the physiology and biochemistry of seed germination in wild oats. Applicants should have a thorough background at the B.Sc. level or above, and relevant research experiences in the above fields. Applicants should write to J. M. Naylor, Dept. of Biology, University of Saskatchewan S7N 0W0. Immediately.

BIOSTATISTICS

THE UNIVERSITY OF WESTERN ONTARIO. **Department of Psychiatry.** Biostatistician. The Position: The Biostatistician co-ordinates the receipt, data preparation, computer or manual processing, overall statistical analysis and interpretation of large quantities of data from differing sources. Ensures that ultimate users receive the information in a timely and accurate fashion. Appointment at the rank of Lecturer. Qualifications: Applicants must have at least a masters' degree with direct experience in experimental design data analysis and interpretation using large quantities of data from differing sources. Computer programming experience is essential as well as a demonstrated writing skill ability to communicate with research staff in biology and statistics. Preference will be given to candidates who have been involved in research projects and have demonstrated skills in data collection, analysis and presentation. Experience on a PDP1140 or equivalent would also be an asset. If an attractive salary and excellent benefits interest you, please apply in confidence to: Dr. G. F. D. Heseltine, Chairman, Department of Psychiatry, The University of Western Ontario, London, Ontario. N6G 2K3. "An Equal Opportunity Employer".

BUSINESS ADMINISTRATION AND COMMERCE

THE UNIVERSITY OF ALBERTA. **Faculty of Business Administration and Commerce.** Applications are invited for faculty positions from those with teaching and research interests in: accounting, finance (especially financial theory, corporate finance, or insurance), management science, marketing, business policy, personnel, industrial relations and legal relations. Ph.D. or equivalent is desirable. Salary and rank depend on qualifications. Applications welcome until positions are filled. Appointments normally effective July 1. Send resume to: Dr. Roger S. Smith, Dean, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta T6G 2G1. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF BRITISH COLUMBIA. **Faculty of Commerce and Business Administration.** Applications are invited at various ranks in all areas including Accounting, Finance, Management Information Systems, Marketing, Policy Analysis, Statistics, Transportation and Applied Economics. Truly distinguished scholars in other fields will also be considered. Qualifications required are a genuine interest in undergraduate teaching, a strong research orientation and an ability to supervise doctoral candidates. Salary and rank will be commensurate with the applicant's qualifications and experience. The positions are open to both male and female applicants. Enquiries should include a curriculum vitae and the names of three references and should be sent to The Dean, Faculty of Commerce and Business Administration, University of British Columbia, Vancouver, B.C., V6T 1W5.

CARLETON UNIVERSITY. **School of Commerce.** Applications are invited at the rank of Lecturer/Assistant Professor in the following areas of interest: (i) Accounting, (ii) Systems Analysis/Data Processing, and (iii) Industrial Relations.* Preference will be given to candidates with a secondary teaching interest in Business Policy or Organizational Behaviour. Appointment date open to negotiation. Qualifications required: Ph.D. (Appointments may be considered in exceptional circumstances for individuals who wish to consider academic experience before embarking on a Ph.D. program). Applications should be sent to Dr. W. M. Lawson, Chairman, Recruiting Committee, School of Commerce, Carleton University, Ottawa, Ontario, K1S 5B6. *Positions are subject to budgetary approval.

McMASTER UNIVERSITY. **Faculty of Business.** Academic Vacancy. Policy Area. A position at the Assistant or Associate level. Quantitative background, experience in business gaming, research and executive development are required. Ph.D. required. Salary is competitive. Write to: Dr. A. Z. Szendrovits, Faculty of Business, McMaster University, Hamilton, Ontario. L8S 4M4.

McMASTER UNIVERSITY. **Faculty of Business.** Applications are invited for either a faculty or a visiting position in Management Information Systems. Candidates should have the doctorate completed and, preferably, should also have some teaching and research experience. The successful candidate will be expected to make a strong contribution to research and to the Ph.D. program in management information systems. Duties will also include B. Comm. and/or M.B.A. teaching. Salary and rank based on qualifications and experience. Inquiries should be addressed to: Dr. George W. Torrance, Chairman, Production and Management Science Area, Faculty of Business, McMaster University, Hamilton, Ontario. L8S 4M4.

McMASTER UNIVERSITY. **Faculty of Business.** Applications are invited for a position in production and/or management science. Candidates should have the doctorate completed and, preferably, should also have some teaching and research experience. Duties include undergraduate and graduate teaching and research. Salary and rank based on qualifications and experience. Inquiries should be addressed to: Dr. G. W. Torrance, Chairman, Production and Management Science Area, McMaster University, Hamilton, Ontario. L8S 4M4.

McMASTER UNIVERSITY. **Faculty of Business.** Academic Vacancy. Marketing Area. 1. Assistant or Associate Professor level. 2. Doctorate or dissertation in progress. Must be Canadian Citizen or Landed Immigrant. 3. Research and teaching at the graduate and undergraduate levels with primary interests in International Business, including international marketing and comparative marketing. Industry experience in International Business would be desirable. 4. Open. 5. Dr. Peter Banting, Chairman, Marketing Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4. 6. July 1, 1979. 7. When filled.

WILFRID LAURIER UNIVERSITY. **School of Business & Economics.** Applications are invited for teaching positions in the areas of: Accounting, Marketing, Organizational Behaviour, Finance, Control & Information Systems and Business Policy for the 1980/81 teaching year. Qualifications: Ph.D. or Ph.D. candidates. Duties: include graduate and/or undergraduate teaching. Applications will be accepted until positions are filled, and are subject to budget approval. Send applications to: Dr. T. F. Cawsey, Ph.D., Associate Dean of Business, School of Business & Economics, Wilfrid Laurier University, Waterloo, Ontario, Canada. N2L 3C5.

CHEMISTRY

UNIVERSITE DE MONTREAL. **Département de Chimie.** Le département de Chimie de l'Université de Montréal sollicite des candidatures pour un poste régulier de professeur en chimie organique. Le poste sera disponible à partir du 1er juin 1980. L'engagement est prévu au rang de professeur-adjoint; les candidatures aux rangs plus élevés seront cependant considérées. Le candidat devra posséder le Ph.D. en chimie organique et de préférence avoir une expérience postdoctorale. Il devra participer à l'enseignement de la chimie organique aux niveaux du baccalauréat et des études supérieures et développer un programme dynamique de recherche. Les intérêts du candidat en recherche devront se situer en chimie organique biologique. Le domaine qui implique le design et la syn-

QUEEN'S UNIVERSITY AT KINGSTON

Invites applications for the position of

DEAN OF WOMEN

Reporting to the Principal, the Dean of Women is accountable for providing the best possible environment for the learning process by providing leadership and advice in student affairs, women's residences and women's activities in general. The Dean will be able to build upon the strong tradition of this office at Queen's while meeting the challenge of the modern concerns of women.

The appointment will normally be made for a term of five years and is effective September 1, 1980. In appropriate circumstances, the term can be renewed. The salary is negotiable.

The incumbent is eligible for consideration for reappointment.

Written applications, or nominations, accompanied by a resume of qualifications and the names of at least three referees, should be sent before September 30, 1979, to:

Principal R. L. Watts
Queen's University
Kingston, Ontario K7L 3N6

thèse de structures moléculaires pour l'étude des interactions biologiques et des propriétés catalytiques sera plus particulièrement favorisé. Le département et l'Université présentent l'opportunité de collaborations interdisciplinaires. En accord avec les lois canadiennes d'immigration, le candidat devra de préférence être de citoyenneté canadienne ou immigrant reçu. Date limite pour soumission des candidatures: 1er octobre 1979. Prière d'envoyer un curriculum vitae incluant les domaines de compétence ainsi qu'un bref exposé du programme de recherches et faire parvenir trois lettres de recommandation à: M. Yvon Sicotte, directeur, Département de Chimie, Université de Montréal, C.P. 6210, Succursale A, Montréal, (Québec) H3C 3V1 Canada.

UNIVERSITE DE MONTREAL. **Department of Chemistry.** Assistant Professor, Organic Chemistry. Tenure-track position starting June, 1980. Ph.D. required, post doctoral experience desirable. Undergraduate and graduate teaching; active research program in the design and synthesis of molecular structures for the study of biological interactions. Expected to teach in French within one year of appointment. Canadian citizens and landed immigrants given preference according to Canadian Laws. Send résumé, three letters of recommendation to Dr. Yvon Sicotte, Chairman, Department of Chemistry, University of Montreal, C.P. 6210, Succ. A, Montreal (Quebec) Canada, H3C 3V1, before October 1st, 1979.

COMPUTER SCIENCE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Department of Computer Science.** Applications are invited for full-time appointments at the rank of Assistant or Associate Professor level, to begin September 1979. Applicants should have a Ph.D. in Computer Science, with specialization in the area of computer graphics, mini and microcomputer systems, data base systems or programming languages. Responsibilities will include teaching at the undergraduate and graduate levels, research, and some committee work. Salary is negotiable. Send vitae and names of three references to: Prof. J.M. Foltz, Acting Chairman, Department of Computer Science, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X7, Canada.

SIMON FRASER UNIVERSITY. **Computing Science Department.** The Computing Science Department is seeking applicants for tenure track positions starting in January or September, 1980. A Ph.D. in Computing Science (or equivalent) is required with specialization in one or more of the following areas: Theoretical Computing Science, Interactive Graphics, Software Engineering, Programming Languages and Compilers, Computer Design, Artificial Intelligence, Operating Systems and Systems Programming. Responsibilities will include teaching at the undergraduate and graduate levels, research, and the usual administrative activities. The department has an interactive graphics laboratory including an Evans and Sutherland picture system and also mini-computer, micro-processor, and hardware laboratories. The university has a central computing facility supporting both MTS and OS. Applications will be received until the positions are filled. To apply, send curriculum vitae and the names of three references to: Prof. James J. Weinkam, Computing Science Department, Simon Fraser University, Burnaby, B.C. V5A 1S6. Telephone: (604) 291-4277. Please state the area(s) in which you are applying.

DRAMA

UNIVERSITY OF CALGARY. **Department of Drama.** Position: Resident Designer/Instructor. Starting date: September 1, 1979. Rank: Instructor/Assistant Professor. Degree Requirement: MFA or equivalent professional experience. Salary ranges (under review): Instructor — $13,886-$19,224; Assistant Professor — $18,868-$24,678. Duties: Teach undergraduate and possibly graduate courses in the Design/Tech Division, preferably costume courses. Design for Departmental productions and supervise student designs. The Department of Drama is composed of nineteen full-time teaching members, twelve full and part-time sessional instructors and seven technical-clerical support staff. It is served by such facilities as a modern 500-seat University Theatre, a 100-seat Studio Theatre, scene and costume shops, a puppetry workshop, and several studio-laboratories for the instruction of design, acting and directing, dance and film. The department offers a four-year BFA (Drama) programme and presently registers approximately 90 majors. MA and MFA (Theatre) programmes are emergent. In addition, fairly extensive courses in educational drama, at both undergraduate and graduate levels, are offered to students in the University's Faculty of Education. Within the BFA (Drama) programme, undergraduate students may pursue studies in the areas of literature/criticism, acting/directing, design/technical theatre, dance, cinema, educational drama and puppetry. The Department is primarily distinguished by a production-oriented curriculum emphasizing practical theatre studies within an academic framework. Over a four-year period, the Department customarily presents plays from the major genres of the European and North American theatre traditions; these presentations are, as far as possible, correlated with coursework. Applications should be addressed to: Dr. Robert B. Moore, Head, Department of Drama, The University of Calgary, 2920-24th Avenue, N.W., Calgary, Alberta, Canada, T2N 1N4.

ECONOMICS

CARLETON UNIVERSITY. **Department of Economics.** Applications are invited for senior positions from candidates with distinguished research and teaching records in the fields of monetary, urban and regional economics. Positions are subject to budgetary approval. Applications should be made to Professor T.K. Rymes, Chairman, Department of Economics, Carleton University, Ottawa, K1S 5B6, Canada.

CARLETON UNIVERSITY, **Department of Economics.** Applications are invited for junior positions from candidates in the fields of economic theory, mathematical economics, monetary, urban and regional economics. Positions are subject to budgetary approval. Applications should be made to Professor T.K. Rymes, Chairman, Department of Economics, Carleton University, Ottawa K1S 5B6, Canada.

CONCORDIA UNIVERSITY. **Department of Economics.** Economist. Senior Faculty Position (Permanent or 2-Yr. Visiting Appointment). Required established economist for a senior level position in the Department of Economics. Suitable candidate will also initially serve as the Director of the Institute of Applied Economic Research. Candidates with strong publication record and experience in various areas of applied economic research are invited to contract: Prof. B.S. Sahni, Chairman, Department of Economics, Concordia University, Montreal (514) 879-5823.

BRANDON UNIVERSITY. **Department of Economics.** Applications are invited for a position at the Assistant or Associate Professor Rank. Candidates with the doctorate, teaching experience, proven scholarship, and the background to teach at the undergraduate level in the areas of economic history, history of economic thought, the economics of agriculture and economic development are preferred. The salary schedule is still under negotiation. Please send a curriculum vitae and the names of three referees to: Dr. M. Blanar, Dean, Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9. Starting date is September 1, 1980, and applications will be received until the position is filled.

EDUCATION

UNIVERSITY OF ALBERTA. **Department of Elementary Education.** Applications are invited for a position in the Department of Elementary Education at the Assistant Professor level (salary $20,536 per annum). Date of appointment negotiable. Duties will include teaching curriculum and instruction in English as a Second Language, and/or in Second Languages and development of general teaching skills through field experiences and related course work. Candidates presenting a combination of several of the following will receive favorable consideration: — knowledge/experience in teaching ESL — knowledge/experience in teaching language acquisition principles as applied to second language learning — teaching experience and experience in supervision of practicum — fluency in a second language — experience/interest in communication between people of different cultures — doctoral degree. Applications including a current curriculum vitae and names of referees should be sent to Dr. Patricia A. McFetridge, Chairman, Department of Elementary Education, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G5. This position is open to both female and male applicants.

UNIVERSITY OF ALBERTA. **Department of Secondary Education.** Applications are invited for a position in the Department of Secondary Education at the Assistant Professor level (salary $20,536 per annum). Date of appointment September, 1979 or until filled. Duties will involve teaching graduate level curriculum courses and undergraduate curriculum and instruction in Social Studies with some consulting in Practicum. A curriculum scholar with orientation rooted in philosophical anthropology, sociology of knowledge, hermaneutics or critical social theory is preferred. Applications including a current curriculum vitae and names of referees should be sent to Dr. T. Aoki, Chairman, Department of Secondary Education, The University Of Alberta, Edmonton, Canada, T6G 2G5. This position is open to both female and male applicants.

EDUCATIONAL PSYCHOLOGY

THE UNIVERSITY OF ALBERTA. **Department of Educational Psychology.** Associate Professor in education of the hearing impaired. Applicant must have undergraduate and graduate training in this area, Ph.D. completed, extensive university teaching and practical experience as well as demonstrated research. This is a tenure route position: major responsibility will be to design and implement a new graduate program as well as to train teachers and other specialist personnel working with the hearing impaired. This program will be complementary to an existing comprehensive undergraduate and graduate special education program. Additional academic staff positions for this program will be advertised at a later date. Employment will commence as soon as a suitable applicant is found. This position is open to both female and male applicants. Applications including a current curriculum vitae and names of referees should be sent to Dr. H.W. Zingle, Chairman, Department of Educational Psychology, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G5.

ENGINEERING

UNIVERSITY OF ALBERTA. **Department of Mechanical Engineering.** The Department of Mechanical Engineering at the University of Alberta has an immediate opening for a faculty position in the area of Design/Applied Mechanics at either the Assistant or Associate Professor level. Candidates must have a Ph.D. with either professional experience or specific graduate training in these areas. The successful candidate will be expected to have a strong commitment to teaching design at the undergraduate level and be prepared to develop senior design courses at the graduate level. Candidates will be encouraged and expected to develop a good relationship with industry and carry on a viable research program in the general area of design and/or applied mechanics. Applicants should send curriculum vitae and names of at least three referees to Dr. Donald G. Bellow, Professor and Chairman, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, T6E 2G8.

CONCORDIA UNIVERSITY. **Mechanical Engineering Department.** Research Associate-Postdoctoral Research in Applications of Finite Element Methods to Transonic Flows in Turbomachinery. Full-time position. Experience in Finite Elements in Flow Problems a necessity, turbomachinery experience an asset. Send complete Curriculum Vitae and References to Professor W.G. Habashi, Mechanical Engineering Department, H-929, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, P.Q., Canada H3G 1M8.

CONCORDIA UNIVERSITY. **Department of Electrical Engineering.** Applications are invited for a tenure-track faculty position at the Assistant or Associate Professor rank in the Department of Electrical Engineering at Concordia University. The position will involve undergraduate and graduate teaching, supervision of graduate work, as well as research in the area of digital systems design and microprocessor applications. Applicants should hold a doctorate in an appropriate area and be familiar with modern technology. Industrial experience will be considered an asset. Applications, which should include curriculum vitae and the names of three referees, should be addressed to: Dr. A. Antoniou, Chairman, Dept. of Electrical Engineering, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec H3G 1M8 Canada.

UNIVERSITY OF GUELPH. **School of Engineering.** The School of Engineering invites applications for a post-doctoral fellow to carry out research in the area of structures. The initial appointment will be for a one-year term with possible extension beyond this period. Applications should be directed to Dr. J.C. Jofriet, School of Engineering, University of Guelph, Guelph, Ontario. N1G 2W1.

UNIVERSITY OF MANITOBA. **Department of Civil Engineering.** Applications are invited for a tenure stream position in the area of Transportation Engineering. The successful applicant will be expected to conduct graduate courses, supervise graduate students and conduct research in the Transportation area and to conduct undergraduate courses in Highway Engineering and Pavement Design. Ph.D. or equivalent required. Consideration will be given to appropriate experience. This position is at the Assistant Professor level. However, an appointment at the Associate Professor level may be considered. Salary will depend on qualifications and experience. Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application are especially encouraged to apply. Appointment date January 1, 1980 or as soon as possible thereafter. Applications, which should include curriculum vitae and the names of three referees, should be sent to: Head, Department of Civil Engineering, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

McMASTER UNIVERSITY. **Department of Electrical and Computer Engineering.** One tenurable position is open preferrably at the level of Assistant Professor, but in an exceptional case, at the Associate Professor level. Candidates must have a strong commitment to teaching undergraduates, outstanding research potential or record, and a willingness to participate in ongoing projects. The position requires demonstrated proficiency in (digital) hardware or software aspects of computer engineering. Ph.D. and refereed publications are essential. Address resumes and the names and addresses of three referees to Dr. D.P. Taylor, Chairman, Department of Electrical and Computer Engineering, McMaster University, Hamilton, Canada, L8S 4L7.

McGILL UNIVERSITY. **Department of Electrical Engineering.** Applications are invited for a tenure track position at the level of Assistant or Associate Professor in the area of Control Systems. Salary and rank will be commensurate with the candidate's qualifications. A Ph.D. degree in Electrical Engineering and excellent research potential are required. An appointment by January 1, 1980 is anticipated. Please send resume and names of referees to: Professor P. Bélanger, Chairman, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, Quebec, Canada H3A 2A7.

McGILL UNIVERSITY. **Department of Mining and Metallurgical Engineering.** Professor of Mining Engineering. An opening exists for a Mining Engineer to teach

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and conduct research in Mining Engineering. Applicants specializing in the engineering aspects of mine environments, materials handling, or in mine design, will be preferred. A Ph.D. in mining engineering, a demonstrated capacity or potential for research, and practical experience are desirable. An appointment at the Assistant or Associate Professor level is contemplated. Applications to: Professor W.M. Williams, Chairman, Department of Mining & Metallurgical Engineering, McGill University, 3450 University Street, Montreal, Quebec. H3A 2A7.

UNIVERSITY OF OTTAWA. **Department of Mechanical Engineering.** The Faculty of Science and Engineering invites applications for appointments in a recently introduced Engineering Management Program. These will be tenure track positions with appointment to a rank that will be commensurate with the qualifications of the candidate. Duties will include teaching and research, and active involvement in the further development of the program. A candidate should hold a doctoral degree, preferably in industrial engineering. Industrial experience will be considered as a significant advantage. Bilingualism (French and English) would be an asset. Applications including curriculum vitae, details of experience and names of referees should be addressed to Dr. A.S. Krausz, Chairman, Department of Mechanical Engineering, University of Ottawa, Ottawa, Ontario. K1N 6N5.

THE UNIVERSITY OF WESTERN ONTARIO. **Faculty of Engineering Science.** Applications are invited for an appointment as an assistant professor in the area of sound and vibrations. Qualifications required are a Ph.D. in engineering acoustics (or equivalent), preferably with related practical experience. Academic duties include initiation and conduct of research, supervision of graduate students and teaching at both the undergraduate and graduate level. The appointment is for a three-year limited term beginning July 1, 1980. Closing date for receipt of applications is September 30, 1979. Applications including curriculum vitae and names of three referees should be sent to: Dr. G.F. Chess, Dean, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada. N6A 5B9.

UNIVERSITY OF WESTERN ONTARIO. **Faculty of Engineering Science.** Department of Electrical Engineering. Applications are invited for a tenure-track appointment as Assistant Professor in Electrical Engineering. Qualifications required are a Ph.D. (or equivalent) with research experience in applied electrostatics or electromagnetics. Academic duties include initiation and conduct of research, supervision of graduate students and teaching at both the graduate and undergraduate level. The appointment is effective July 1, 1979 or as soon as possible thereafter. Applications, including curriculum vitae and names of three referees should be sent to: G.F. Chess, P. Eng., Dean, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B9.

THE UNIVERSITY OF WESTERN ONTARIO. **Faculty of Engineering Science.** Applications are invited for a tenured position as an Associate or Full Professor in Biochemical Engineering. The successful applicant must have an established teaching and research record. Industrial experience would be an asset. Rank will be consistent with qualifications and experience. Effective date of the appointment is July 1, 1980. Closing date for applications is September 30, 1979. Applications including Curriculum Vitae and names of three referees should be sent to: Dr. G.F. Chess, Dean, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada. N6A 5B9.

UNIVERSITY OF WESTERN ONTARIO. **Faculty of Engineering Science.** Applications are invited for an appointment as an Assistant Professor in the area of Control Systems. Qualifications required are an undergraduate degree in Engineering (preferably Chemical) and a Ph.D. (or equivalent) in Control Systems. Academic duties include initiation and conduct of research, supervision of graduate students and teaching at both the undergraduate and graduate level. The appointment is for a limited term beginning July 1, 1979 or as soon as possible thereafter and ending June 30, 1982. Applications including curriculum vitae and names of three referees should be sent to: Dr. G.F. Chess, Dean, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B9.

UNIVERSITY OF WATERLOO. **Department of Mechanical Engineering.** Applications are being accepted for the position of Assistant Professor. The initial appointment will be for a two-year term, commencing January, 1980, or earlier. The requirements are: a recent Ph.D. graduate with experience in mechanical system dynamics and control engineering. The successful applicant will be expected to interact with faculty who have ongoing projects in the above and related areas such as fluid power, machinery diagnostics and noise control. Teaching responsibilities will be primarily at the undergraduate and graduate level in control and automation. Salaries will be commensurate with experience and qualifications. A detailed curriculum vitae, a statement of teaching and research interests and the names of three referees should be sent to Dr. D.J. Burns, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. **Electrical Engineering Department.** Applications are being accepted for the position of Assistant Professor in one of the following areas: 1) control theory, 2) digital hardware and computers, 3) circuit theory and 4) microwaves and antennas. Applicants must hold a doctorate and some industrial experience would be considered an asset. The position will involve undergraduate and graduate teaching and graduate student supervision. The successful applicant will be expected to pursue an active program of research compatible with departmental interests. The position will be open until filled, but an appointment for September 1979 is anticipated. The salary will be commensurate with experience and qualifications. A detailed curriculum vitae, a statement of research and teaching interests and the names of three referees should be sent to: Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Subject to the availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

THE UNIVERSITY OF WESTERN ONTARIO. **Faculty of Engineering Science.** Materials Engineering. Applications are invited for an appointment as Assistant Professor in Materials Engineering. Qualification required is a Ph.D. (or equivalent) in Materials Engineering or Metallurgy. Academic duties include initiation and conduct of research, supervision of graduate students, and teaching at both the graduate and undergraduate level. The position should be filled by July 1, 1980. Closing date for applications is November 30, 1979. Applications including curriculum vitae and the names of three referees may be sent to: G.F. Chess, P. Eng., Dean, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada. N6A 5B9.

FORESTRY

UNIVERSITY OF BRITISH COLUMBIA. **Faculty of Forestry.** An additional teaching/research position in silviculture is available with emphasis on the silvics and operational silviculture of commercial tree species in western Canada. The position is at the assistant professor level. Applications will be received until October 15, 1979, with a view to an early appointment. Ph.D. preferred but not essential. Details can be obtained from Dr. J.P. Kimmins, Chairman of the Silviculture Search Committee, Faculty of Forestry, University of British Columbia, Vancouver, B.C., Canada, V6T 1W5. Applications should be accompanied by a resume and the names of four potential referees.

FRENCH AND SPANISH

UNIVERSITY OF SASKATCHEWAN. **Department of French and Spanish.** A Lecturer or Assistant Professor in Spanish is required for 1979-80. Applicants should have an M.A. and a start on a Ph.D. in Spanish. The duties of the person appointed will include teaching several sections of the junior Spanish class and giving Spanish conversation classes. Salaries for 1979-80 are presently being negotiated. The floor for Lecturers in 1978-79 was $14,523; for Assistant Professors, $18,415. Apply to the Head, Department of French and Spanish, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. Applications will be received until the position is filled.

UNIVERSITY OF VICTORIA. **Department of French.** Regular full-time teaching position, French language and literature, beginning 1 July, 1980. Qualifications: Ph.D. in French-Canadian literature, publications, teaching experience, near-native fluency in French required. Teach: French-Canadian literature at undergraduate and graduate levels and advanced French language. Salary depends on qualifications/experience. Applications with vitae and names of three referees to: Dr. J. Waelti-Walters, Chm, University of Victoria, Victoria, B.C. V8W 2Y2. Canada. Deadline: 1 November. Preference to Canadian applicants/landed immigrants/those w/extensive Canadian training/experience except when other applications have clearly superior qualifications.

GEOGRAPHY

UNIVERSITY OF SASKATCHEWAN. **Department of Geography.** Applications are invited for a possible one year position at the Assistant Professor level starting at the beginning of the academic term. The candidate will be required to teach 3rd year undergraduate classes in Resources and Conservation or Cultural Geography, and also a section of an introductory course. Salary offered is $15,500. Applications should be addressed to: W. Barr, Acting Head, Department of Geography, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, with 3 letters of reference.

UNIVERSITY OF WATERLOO. **Geography Department.** Applications are being accepted for the position of Assistant Professor in Resources Analysis with primary teaching and research interests in economic aspects especially energy and secondary interests in social and/or ecological aspects. Ph.D. required in Geography or related field. Duties include teaching courses and advising students at the undergraduate (B.E.S. and B.A.) and graduate levels (M.A. and Ph.D.) of resources analysis. The department has strong honours and general undergraduate (400 students) and graduate (40 students) programs. Salary in the Assistant Professor range (minimum $18,400) commensurate with experience and academic record. Applications should be sent to Dr. Lorne H. Russwurm, Chairman, Department of Geography, University of Waterloo, Waterloo, Ontario, N2L 3G1. Preferred date of appointment is January 1, 1980 but May 1, 1980 is possible. Applications should be submitted by November 1. (Subject to the availability of Funds) First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

GEOLOGY

THE UNIVERSITY OF NEW BRUNSWICK. **Department of Geology.** 1. Assistant Professor for sabbatical replacement. 2. Ph.D. or in late dissertion stage. Preference will be given to applicants who are eligible for employment in Canada at the time of application. 3. Specialization in one or a combination of tectonophysics, engineering geology, geochemistry and environmental geology. 4. Salary negotiable. 5. Curriculum vitae and names of two references to: The Chairman, Department of Geology, University of New Brunswick, Fredericton, N.B. E3B 5A3. 6. September 1979 or January 1, 1980. 7. When position filled.

THE UNIVERSITY OF NEW BRUNSWICK. **Department of Geology.** 1. Instructor for elementary geology laboratories. 2. B.Sc. Preference will be given to applicants who are eligible for employment in Canada at the time of application. 3. Must be prepared to accept responsibility for organizing and conducting elementary geology laboratories. 5. Curriculum vitae and names of two references to: The Chairman, Department of Geology, University of New Brunswick, Fredericton, N.B. E3B 5A3. 6. September 1979 or January 1, 1980. 7. When position filled.

JOURNALISM

UNIVERSITY OF WESTERN ONTARIO. **Graduate School of Journalism.** Rank depending on qualification; one year renewable term. Qualifications include at least one graduate degree, proven research capability, and publications. Duties include coordination of and teaching in a professional print journalism program, and research. Salary is subject to negotiation. Date of appointment to be set by mutual agreement. Apply to Dean A.W. MacFarlane, Graduate School of Journalism, University of Western Ontario, London, Ontario, N6A 5B7.

UNIVERSITY OF WESTERN ONTARIO. **Graduate School of Journalism.** Rank depending on qualification, term negotiable. Qualifications include a Ph.D., proven research interest and capability, publications. Duties include teaching in the MA program's professional workshops and/or core lecture courses and/or undergraduate service courses; research. Salary is negotiable. Date of appointment by agreement. Apply to Dean A.W. MacFarlane, Graduate School of Journalism, University of Western Ontario, London, Ontario, N6A 5B7.

LAND RESOURCE SCIENCE

UNIVERSITY OF GUELPH. **Department of Land Resource Science.** Research Scientist in Soil Fertility. Date available: immediately. One-year contractually limited position. Appointment subject to final budgetary approval. Applicants should have a M.Sc. in soil science with experience and interest in soil fertility research. Responsibilities include the planning, conducting and publishing of field, greenhouse and laboratory research as part of ongoing programs. Some minor teaching responsibilities may be included. It is expected that the appointment will be at the Scientist 2 rank ($15,995 minimum). Applicants should send curriculum vitae and names of three referees to: Dr. K.M. King, Chairman, Department of Land Resource Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1.

LANGUAGE ARTS

UNIVERSITY OF SASKATCHEWAN. **Department of Curriculum Studies.** The College of Education invites applications for a full time position in **Language Arts Education** in the Department of Curriculum Studies. Qualifications: Doctorate or near completion of doctoral program; successful teaching experience in the Elementary School especially at the primary level (K-3). Special consideration will be given to candidates who have training and/or experience in Early Childhood Education. Responsibilities: 1) Teach undergraduate and graduate courses in the Language Arts (Methods classes, Children's Literature, Education Drama or Speech); supervise student teachers; and participate actively in in-service workshops within the province. 2) Advise graduate students in the Language Arts and/or Early Childhood Education. Rank and Salary: Assistant Professor. Commensurate with experience and qualifications. Employment Date: July 1, 1980. Deadline: Until vacancy is filled. Apply to: Dr. J.L. Gajadharsingh, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan. S7N 0W0.

LAW

CARLETON UNIVERSITY. **Department of Law.** Part-time sessional lectureship for second half of introductory law class, January to April, 1980. Candidates must have masters or doctorate degree in law or criminology. Send applications, including curriculum vitae and names of three referees, to D.W. Elliott, Chairman, Department of Law, Carleton University, Ottawa, Ontario, K1S 5B6. Effective date of appointment, January 1, 1980. Closing date for applications October 1, 1979.

UNIVERSITY OF VICTORIA. **Faculty of Law.** Applications are invited for full-time positions in the Faculty of Law. Applicants should have graduate law training, law teaching experience or experience in the practice of law, government service or research. Duties will include training and research. Appointment date is July 1, 1980, with rank and salary negotiable according to qualifications. Closing date September 30, 1979 or when positions filled. Applications should be sent to Dean F. Murray Fraser, Faculty of Law, University of Victoria, P.O. Box 2400, Victoria, B.C., V8W 3A8.

LIBRARY

UNIVERSITY OF BRITISH COLUMBIA.. **Library.** The University of British Columbia Library invites applications for the position of Life Sciences Bibliographer. Duties will include book selection for the Woodward Biomedical Libary, monitoring of appropriate areas of the collections budget, assistance with the development of collections policy for the library system, and liaison with librarians and faculty in the Life Science area. Some involvement with reference or technical service activities may be included. Library service to some of the health science units will probably be expanded in the near future, requiring further development of the clinical collection. Candidates should have an academic degree in one of the Life Sciences, a broad acquaintance with Biology and Medicine, and a fifth year LS degree. Relevant experience is highly desirable. The salary will be commensurate with education and experience. The university has excellent medical, dental, disability, group insurance and superannuation benefits. Librarians are members of the faculty association which negotiates members' salary increases with the university administration. Librarians also are eligible to belong to the faculty club. The University of British Columbia offers equal opportunity for employment to qualified male and female applicants. Apply with resume to I.F. Bell, Associate Librarian, University of British Columbia Library, 2075 Wesbrook Mall, Vancouver, B.C. V6T 1W5.

MANAGEMENT

UNIVERSITY OF CALGARY. **Faculty of Management.** The University of Calgary, Faculty of Management, is seeking qualified candidates to fill positions in all areas including Accounting, Policy and Environment, Finance, Industrial Relations, Management, Management Science and Management Information Systems, and Marketing, beginning July 1, 1979. Ph.D. or D.B.A. preferred. Rank and salary based on qualifications and experience. Applications should be addressed to: Dr. George S. Lane, Dean, Faculty of Management, The University of Calgary, Calgary, Alberta T2N 1N4.

MATHEMATICS

UNIVERSITY OF ALBERTA. **Department of Mathematics.** Several sessional and research associate positions in various branches of pure and applied mathematics and statistics are available starting September, 1979, January 1980 and September 1980, for varying periods of time, to a maximum of one year, with the possibility of renewal. Duties include research and teaching. Salary negotiable. Send vitae with reprints and arrange for three letters of reference to be sent to: M.S. Klamkin, Chairman, Department of Mathematics, University of Alberta, Edmonton, Alberta, T6G 2G1. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF TORONTO. **Physical Sciences Division.** Applications are invited for a possible one year contractually limited term Assistant Professor appointment, commencing September 30, 1979. Duties include undergraduate teaching and research. Applicants should send a curriculum vitae, and have sent three letters of reference to: Professor John E. Dove, Chairman, Physical Sciences Division, Scarborough College, University of Toronto, West Hill, Ontario, MIC 1A4, Canada.

MEDICINE

UNIVERSITY OF ALBERTA. **Faculty of Rehabilitation Medicine.** Occupational Therapy Research Coordinator. Applications and nominations are invited for the position of Research Coordinator for the Department of Occupational Therapy. Candidates must be Occupational Therapists and possess a Ph.D. and a strong background in supervising and conducting research activities. Responsibilities will include coordination of faculty research activities with subsequent development of a Masters Degree program in Occupational Therapy. The position will be available for July 1, 1979. Salary commensurate with experience. Qualified persons should send their curriculum vitae and names of three referees to: F.B. Wilson, Ph.D., Dean, Faculty of Rehabilitation Medicine, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1.

McGILL UNIVERSITY. **Department of Obstetrics and Gynecology.** McGill University, Montreal, Division of Reproductive Biology, Department of Obstetrics and Gynecology, invites applications for an Assistant Professor position. Candidates must hold Ph.D. or M.D. degrees, have at least two years of post-doctoral training and have documented research interests in some aspect of reproductive biology (e.g., neuroendocrinology, gonadal function, fetal growth, hormone receptors, etc.). Candidates will be expected to establish their own research group and to compete for outside grant support. Personal salary and starting date negotiable; teaching commitments commensurate with experience. Closing date for applications: September 30, 1979. Send curriculum vitae, list of publications and three letters of reference to: Dr. K.B. Ruf, Research Laboratories, Women's Pavilion, Royal Victoria Hospital, 687 Pine Avenue West, Montreal H3A 1A1, Canada.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND, **Medicine.** Applications are invited for a position as MRC Professional Assistant in Steroid Biochemistry in the laboratory of Dr. James C. Orr, Professor of Biochemistry, Memorial University, Faculty of Medicine, St. John's, Newfoundland, Canada (709) 737-6035. Applicants should have several years of post-doctoral research in the area of steroid biochemistry. Particularly valuable would be experience with biophysical techniques such as gel electrophoresis, high pressure liquid chomatography, enzyme kinetics, protein and peptide sequencing, nuclear magnetic resonance, chemical modification of enzymes and chemical synthetic methods particularly those applicable to steroids. The successful applicant will be involved in research on the affinity labeling and subsequent sequencing of steroid dehydrogenasis, though other projects in related areas devised by the applicant can also be undertaken. Salary $14,560. Commencement date around April, 1980.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Faculty of Medicine.** The Faculty of Medicine, Memorial University of Newfoundland, requires a Research Scientist who will be a staff member. The successful candidate must have considerable research experience involving messenger ribonucleoprotein complexes and translational control of protein synthesis in euckaryotic cells. In addition, the successful candidate must have graduated with a Ph.D. Degree from an approved college or university with major course work in Biochemistry or Molecular Biology. The incumbent will be primarily involved in conducting a research program in the characterization of the messenger ribonucleoprotein complex of euckaryotic cells. Current emphasis is on the role of these complexes in translational control of protein synthesis during myogenesis. Duties will also include responsibility for supervising research during myogenesis. Duties will also include responsibility for supervising research projects on the regulation of protein synthesizing machinery in both euckaryotic and prokaryotic cells. The salary for this position will be at the rate of $16,254 per annum. Applications or enquiries should be forwarded, not later than July 31, 1979, to Dr. Bruce Sells, Professor, Laboratories of Molecular Biology, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland, Canada.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Faculty of Medicine.** A Research Assistant as a staff member is required by the Faculty of Medicine of Memorial University of Newfoundland. The incumbent must have academic training at the masters level or equivalent with experience to enable him to participate in research on human physiological circadian rhythms. The incumbent will be responsible for the modification of research procedures and computer analyses. There will be some field work. This is an established post and carries a commencing salary of $13,292. Applications or enquiries should be directed to Dr. Mary Lobban, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3V6.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Faculty of Medicine.** Pre and post doctoral positions are available for individuals with microbiology background for studies on the protein synthesizing system with special emphasis on ribisomes — topography, biogenesis and function. Teaching opportunities available. Reply with resume to: Dr. Bruce H. Sells, Professor and Director, Laboratories of Molecular Biology, Faculty of Medicine, Health Sciences Centre, Memorial University of Newfoundland, St: John's, Newfoundland, A1B 3V6, Canada.

OTTAWA CIVIC HOSPITAL. **Ontario Cancer Foundation.** LOCUM Radiation Oncologist required for period from August 8th for six weeks to work in the Ottawa Clinic of The Ontario Cancer Treatment and Research Foundation and to be attached to the General Hospital Division. Salary negotiable. Apply in the first instance to Dr. M.E. Tulloh, Director, Ottawa Clinic Ontario Cancer Foundation, Ottawa Civic Hospital, Ottawa, Ontario.

ONTARIO CANCER FOUNDATION (London Clinic), UNIVERSITY OF WESTERN ONTARIO. **Department of Radiation Oncology.** Applications are invited for a full-time position of senior scientist in cancer research. The successful applicant will hold an MD/Ph.D. or Ph.D. degree and be established in cancer research as it relates to the treatment of human cancer by radiotheraphy and/or chemotherapy. Some teaching to medical and radiotherapy residents is expected. A University appointment at the level of Associate Professor normally is attached to this position. Salary is negotiable and depends on experience. Forward applications with detailed resumé to: Dr. W. Rodger Inch, Chairman, Search Committee, Ontario Cancer Foundation, Victoria Hospital, London, Ontario, N6A 4G5.

THE ONTARIO CANCER INSTITUTE. **Princess Margaret Hospital.** Diagnostic radiologist required in the Princess Margaret Hospital, Toronto. Remuneration subject to negotiation. The post carries an appointment in the Faculty of Medicine, University of Toronto. Applications with curriculum vitae to Dr. D.F. Rideout, 500 Sherbourne Street, Toronto, Ontario, M4X 1K9.

QUEEN'S UNIVERSITY. **Department of Community Health and Epidemiology.** Applications are invited for Assistant or Associate Professor with special interest in Health Care systems. Candidates should have an M.D. Principal responsibilities would be Undergraduate, Graduate instruction and the development of an active research programme. Salary will be in accordance with qualifications and experience. Curriculum Vitae and names of three referees should be forwarded to: Dr. R. Steele, Professor and Head, Department of Community Health and Epidemilogy, Queen's University, Kingston, Ontario, K7L 3N6.

QUEEN'S UNIVERSITY. **Department of Medicine.** Neurologist with training in clinical neurophysiology for a geographic full time position in an established academic neurologic group. Must be prepared to initiate an independent program of research. Apply to Dr. D.L. Wilson, Professor and Head, Department of Medicine, Queen's University, Kingston, Ontario, Canada. K7L 3N6.

UNIVERSITY OF TORONTO. **Department of Family and Community Medicine.** Lecturer, with appointment to staff of Mount Sinai Hospital. Licensed physician — eligible for certification or certified — with experience in Family or General Practice. Teaching responsibilities with clinical clerks — Family Practice residents — and minimal service responsibility. Should be involved with residents in development of their projects. $23,000 plus fringe benefits. Dr. N.N. Levinne — Family Practice Unit, Mount Sinai Hospital, 600 University Avenue, Toronto, Ontario. Telephone (416) 596-4336. Effective date of appointment: October 1, 1979. Closing date for receipt of applications: September 30, 1979.

UNIVERSITY OF TORONTO. **Faculty of Medicine. Department of Rehabilitation Medicine, Division of Physical Therapy.** 2. Assistant Professor. 3. Qualified Physical Therapist, preferably with Masters Degree and teaching experience. 4. Teaching undergraduate B.Sc. (P.T.) students — in Cardiorespirology and Neurology. 5. Commensurate with experience. 6. Miss R. Bradshaw, Director of Physical Therapy, 256 McCaul Street, Toronto, M5T 1W5. 7. November 1, 1979 to June 30, 1981. 8. October 1, 1979.

UNIVERSITY OF TORONTO. **Faculty of Medicine. Banting and Best Department of Medical Research.** 2. Title: Research Associate. 3. Qualifications: Ph.D. in Biochemistry; post-doctoral experience preferred; interest in mechanisms of hormone action. 4. Nature of duties: Carry out research programme on mechanism of action of adrenocorticotropin in adrenal cell cultures. 5. Salary: Minimum of $14,500. 6. Enquiries: Dr. Bernard P. Schimmer, Banting and Best Department of Medical Research, 112 College Street, Toronto, Ontario, M5G 1L6, Canada. 7. Effective date of appointment: October 1, 1979. 8. Closing date for receipt of applications: Open until filled.

UNIVERSITY OF TORONTO. **Department of Speech Pathology (Rehabilitation Medicine).** University Title: Assistant Professor — Tenure Stream. Qualifications required: Ph.D. with proven teaching and research capabilities. A strong background in the neurologically based disorders of communication which should include direct and comprehensive clinical experience with these disorders. Nature of Duties: Participation in a graduate program in speech pathology with teaching, research and possible thesis supervision. Excellent opportunity for collaboration with departments in the medical and dental sciences. Salary: Depending on experience and qualifications. Person to whom enquiries should be sent: Professor J.F. Walker, Chairman, Graduate Department of Speech Pathology, Faculty of Medicine, University of Toronto, Toronto, Ontario M5S 1A1. Effective Date of Appointment: October 1st, 1979 or as soon thereafter as possible. Closing Date for receipt of Applications: September 30, 1979.

UNIVERSITY OF TORONTO. **Faculty of Medicine.** (1) University Department: Surgery; Hospital Department: Neurosurgery (2) University Title: Assistant Professor; Hospital Title; Staff Surgeon (3) Qualifications required: M.D. in neurosurgery and Ph.D. or equivalent in neuromorphology. (4) Nature of Duties: Appointee will be required to maintain an independent research program within a multi-disciplinary neuroscience research unit, while maintaining an academic neurosurgery practice. (5) Salary: dependent on qualifications. (6) Person to whom enquiries should be sent: Chairman, Neuroscience Search Committee, University of Toronto, c/o The Toronto Western Hospital, Room 903, North Pavilion, 399 Bathurst Street, Toronto, Ontario, M5T 2S8. (7) Effective Date of Appointment: January 1, 1980. (8) Closing Date for receipt of Applications: October 1, 1979.

UNIVERSITY OF TORONTO. **Faculty of**

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Medicine. (1) Department: Rehabilitation Medicine. (2) Title: Lecturer. (3) Qualifications required: Candidates should possess a bachelor's or higher degree, must be a graduate of an accredited programme in occupational therapy, and show evidence of individual creativity, teaching and research ability. Experience in administration and supervision is desirable. The position requires a background of clinical expertise in occupational therapy in paediatrics. (4) Nature of Duties: The successful candidate will also be responsible for the teaching in other areas including mental retardation and geriatrics. (5) Salary: dependent on qualifications and experience. (6) Person to whom enquiries should be sent: Qualified candidates should submit a letter of application along with a curriculum vitae and the names of three persons who are familiar with the candidate's teaching and research ability, and who can be contacted: The Director, Division of Occupational Therapy, Department of Rehabilitation Medicine, University of Toronto, 256 McCaul Street, Toronto, Ontario, M5T 1W5. (7) Effective Date of Appointment: October 1, 1979. (8) Closing Date for receipt of Applications: September 30, 1979.

UNIVERSITY OF TORONTO. **Faculty of Medicine.** 1) Rehabilitation Medicine; 2) Lecturer; 3) M.D. with preferable certificate in physical medicine and rehabilitation; 4) consultant, and day to day care of neurologically disabled patients; 5) salary to commensurate with experience; 6) Dr. John S. Crawford, Professor and Chairman, Department of Rehabilitation Medicine, 256 McCaul Street, Room 202, University of Toronto, Toronto, Ontario, M5T 1W5; 7) October 1, 1979; 8) September 30, 1979.

UNIVERSITY OF TORONTO. **Department of Preventive Medicine and Bio Statistics Epidemiology Unit.** Assistant or Associate Professor. Qualifications: Candidates should have demonstrated prior experience in the design and methodology of collaborative controlled clinical trials. Nature of duties: assume a leadership role in the national collaborative clinical trials program in cancer: coordinated from the unit. Salary: commensurate with experience. Inquiries sent to Dr. A.B. Miller, Director, MC1C, Epidemiology Unit, McMurrich Building, 3rd floor, University of Toronto M5S 1A8. Effective date of appointment November 1, 1979. Closing date for applicants October 15, 1979.

MICROBIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. **Department of Microbiology.** Applications are invited for the position of assistant professor in the Department of Microbiology at the University of British Columbia. Of special interest are persons able to establish a research program in yeast or fungal molecular genetics. The position is available immediately. Please send curriculum vitae and the names of three referees to Dr. J.J.R. Campbell, Professor and Head, Department of Microbiology, University of British Columbia, Vancouver, B.C. V6T 1W5.

UNIVERSITY OF BRITISH COLUMBIA. **Department of Microbiology.** Postdoctoral position available to study transcription of cloned Drosophila tRNA genes in E. Coli and in Vitro using RNA Polymerase III. Project includes extensive collaboration with other laboratories at the University of British Columbia working on gene expression, Drosophila genetics and chromosome structure. Experience with nucleic acids and nucleic acid enzymes desirable. Apply with curriculum vitae to: Dr. G.B. Spiegelman, Department of Microbiology, University of British Columbia, 2075 Wesbrook Mall, Vancouver, British Columbia, Canada. V6T 1W5.

UNIVERSITY OF SASKATCHEWAN. **Department of Microbiology.** Assistant Professor. A regular tenure track position is available commencing July 1, 1979 for a M.D. or a Ph.D. with a minimum of two years postdoctoral training in microbial physiology or in infectious disease. Send curriculum vitae and names of three referees to: Dr. David Eidinger, Head, Department of Microbiology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

THE UNIVERSITY OF BRITISH COLUMBIA. **Department of Microbiology.** Postdoctoral Fellowship. Available immediately for research into the structure and function of the outer membrane proteins of **Pseudomonas aeruginosa.** Please send curriculum vitae and inquiries to Dr. R.E.W. Hancock, Department of Microbiology, University of British Columbia, Vancouver, B.C. V6T 1W5.

MUSIC

THE UNIVERSITY OF WESTERN ONTARIO. **Music. Theory and Composition Department.** 1. Rank: Assistant Professor, subject to the availability of funds. 2. Qualifications: Doctorate or equivalent. 3. Duties: Primarily to teach undergraduate Theory; possibly to coordinate related skills areas (keyboard harmony, ear training, sight singing); dependent upon qualifications to teach Counterpoint, Orchestration, History of Theory. 4. Salary: Commensurate with qualifications. (1978-79 salary floor $17,850). 5. Inquiries: Dr. Jack Behrens, Chairman, Theory and Composition Department, Faculty of Music, The University of Western Ontario, London, Ontario N6A 3K7. 6. Date of Appointment: September 1, 1979. 7. Closing date for applications: When position filled.

NEAR EASTERN STUDIES

UNIVERSITY OF TORONTO. **Department of Near Eastern Studies.** Associate Professor in the Tenure Stream. Qualifications: Ph.D. or equivalent in Classical (Biblical) Hebrew studies with some publications and teaching experience preferred. The successful candidate will be required to teach courses in Syro-Palestinian history, literature of the Hebrews (Old Testament) and classical Hebrew, and direct graduate study in Classical Hebrew studies. Minimum salary: $20,000 depending on qualifications. Position to begin July 1, 1980. Last date on which applications will be considered: November 1, 1979. Address applications to: Professor J.W. Wevers, Chairman, Department of Near Eastern Studies, University of Toronto, 280 Huron Street, Toronto, Ontario, M5S 1A1.

NURSING

THE UNIVERSITY OF ALBERTA. **Faculty of Nursing.** University of Alberta Hospital and Faculty of Nursing, University of Alberta, require a clinically current nurse to develop and instruct in a program to prepare neo-natal nurse clinicians. The primary appointment will be at University of Alberta Hospital and will involve clinical and classroom instruction at the post baccalaureate level. The individual must therefore be eligible for appointment to the faculty of Nursing. Qualifications: Master's Degree preferred; candidates with baccalaureate degree and relevant combination of experience and other education will be considered. Must be eligible for A.A.R.N. Registration. The University of Alberta is an Equal Opportunity Employer. Salary determined on basis of qualifications and experience. Apply to: Dr. A.E. Zelmer, Dean, Faculty of Nursing, The University of Alberta, 3rd floor — Clinical Sciences Bldg., Edmonton, Alberta T6G 2G3.

DALHOUSIE UNIVERSITY. **School of Nursing.** Applications are invited for the position of Director of the School of Nursing. The School of Nursing is part of the Faculty of Health Professions, which also includes the Schools of Pharmacy, Physiotherapy, Physical Education, and Human Communication Disorders. Other Faculties within the University relating to health care are Dentistry and Medicine. There are four programmes within the School of Nursing: the Basic B.N. degree, the Post-R.N. degree, a regional M.N. degree, and the Diploma in Outpost and Public Health Nursing. The Director is normally appointed for a five-year term and is responsible to the Dean of the Faculty of Health Professions for the leadership and administration of the School. It is expected that the candidate would have a doctoral degree, and show evidence of suitable clinical, nursing education, and/or administrative experience, the incumbent would participate in some teaching and research, and maintain a liaison with the university community and related organizations outside the University. This position offers an exciting challenge in administration, programme development, teaching and research. Application, curriculum vitae and names and addresses of three referees should be forwarded to: Robert S. Tonks, Ph.D., Dean, Faculty of Health Professions, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4H7. The appointment should be taken up by July 1st, 1980.

OPERATIONAL RESEARCH

UNIVERSITY OF MANITOBA. **Department of Actuarial and Business Mathematics.** Applications are invited for a permanent senior position; however, an interim Visiting Professorship may be considered. Doctorate or evidence of well established publication record is required; experience in business or industry highly desirable. Duties: undergraduate and graduate teaching and research. Applicants should be able to teach advanced O.R. subjects, e.g. decision theory, queuing theory, forecasting and mathematical control models, and to supervise graduate and undergraduate student projects in industry and business. Salary and rank commensurate with qualifications and experience. Applications, including a curriculum vitae and names of three references, should be sent to H.J. Boom, Acting Head, Department of Actuarial and Business Mathematics, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application are especially encouraged to apply.

PATHOLOGY

UNIVERSITY OF TORONTO. **University Department: Pathology; Hospital Department: Anatomical Pathology.** University Title: Associate Professor; Hospital Title: Staff Pathologist. Qualifications required: Recognized specialist qualification, and have demonstrated interest and expertise in one or more of the following special areas. Cardiovascular Pathology, Electron Microscopy, Gynecological Pathology and Cytopathology, Immunopathology, Surgical Pathology. Nature of Duties: To participate in the teaching activities of the Department of Pathology, University of Toronto, at the Undergraduate, Graduate and Postgraduate levels. This is to include full participation in the pathology teaching in the Second, Third and Fourth years of Medical School. In addition, the candidate will participate in the training of residents and in the graduate program leading to M.Sc. and Ph.D. degrees. Also, the candidate is to participate actively in the responsibilities of the Toronto General Hospital, both autopsy and surgical pathology, with emphasis on cardiovascular disease. In addition, it is expected that the candidate will develop his or her own research program in one or more aspects of experimental and clinical cardiovascular disease. Salary: commensurate with experience and qualifications: Person to whom enquiries should be sent: Dr. E. Farber, Professor and Chairman, Dept of Pathology, University of Toronto AND Pathologist-in-Chief, Toronto General Hospital, 100 College Street, Toronto, Ontario. M5G 1L5. Effective Date of Appointment: October 1, 1979. Closing Date for receipt of Applications: September 30, 1979.

UNIVERSITY OF TORONTO. **University Department: Pathology; Hospital Department: Anatomical Pathology.** University Title: Associate Professor; Hospital Title: Staff Pathologist. Qualifications required: Recognized specialist qualification, and have demonstrated interest and expertise in one or more of the following special areas: Cardiovascular Pathology, Electron Microscopy, Gynecological Pathology and Cytopathology, Immunopathology, Surgical Pathology. Nature of Duties: To participate in the teaching activities of the Department of Pathology, University of Toronto, at the Undergraduate, Graduate and Postgraduate levels. This is to include full participation in the pathology teaching in the Second, Third and Fourth years of Medical School. In addition, the candidate will participate in the training of residents and in the graduate program leading to M.Sc. and Ph.D. degrees. Also, the candidate is to participate in the autopsy and surgical pathology service at the Toronto General Hospital, with emphasis on surgical pathology. This will include the application of current diagnostic procedures and the application of newer ones. Also the candidate is expected to develop his or her own independent program of research in some phase of pathology, either experimental and/or clinical with emphasis on electron microscopy, immunology and/or histochemistry. Salary: commensurate with experience and qualifications: Person to whom enquiries should be sent: Dr. E. Farber, Professor and Chairman, Department of Pathology, University of Toronto AND Pathologist-in-Chief, Toronto General Hospital, 100 College Street, Toronto, Ontario M5G 1L5. Effective Date of Appointment: October 1, 1979. Closing Date for receipt of Applications: September 30, 1979.

PHARMACOLOGY

UNIVERSITY OF BRITISH COLUMBIA. **Department of Pharmacology.** Assistant/Associate Professor. M.D. and/or Ph.D. Research and Teaching in either Basic or Clinical Pharmacology. Appointment January 1, 1980 or later. Apply by November 1, 1979, enclosing curriculum vitae, bibliography and names of 3 referees to: Dr. M.C. Sutter, Department of Pharmacology, Faculty of Medicine, University of British Columbia, Vancouver, B.C., V6T 1W5. Equal Opportunity Employer, M/F.

PHILOSOPHY

UNIVERSITY OF GUELPH. **Department of Philosophy.** A nine-month appointment as Visiting Assistant Professor effective December 1, 1979. Applicants should hold a Ph.D. We are looking for a strong undergraduate teacher. Ability to teach courses in philosophy of science, empiricism, and informal logic is an asset, but

applicants from all areas will be considered. Salary will depend on qualifications and experience. Applications to Dr. W.H. Hughes, Acting Chairman, Department of Philosophy, University of Guelph, Guelph, Ontario. N1G 2W1. Applications accepted until position is filled. Position subject to final budgetary approval.

PSYCHOLOGY

THE UNIVERSITY OF MANITOBA. **Department of Psychology.** Applications are invited for a tenure stream position in the area of experimental psychology. Rank and salary are open to negotiation; floor salaries for 1979-80 are: assistant professor $17,798; associate $23,263; full professor $29,743. The position is subject to budgetary approval. Applicants should have an established research record. Preference will be given to those currently entitled to work in Canada. Interested candidates should send their curriculum vitae by November 1, 1979 to Dr. J.S. McIntyre, Head, Department of Psychology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The appointment begins July 1, 1980.

UNIVERSITY OF VICTORIA. **Department of Psychology.** The Department of Psychology at the University of Victoria, B.C., invites applications for a position (subject to budgetary approval) at the Assistant Professor rank to commence July 1, 1980. Preference will be given to applicants (a) with demonstrated teaching and research competence in the area of developmental psychology (life-span preferred), and (b) who are eligible for employment in Canada at the time of the application. Please send curriculum vitae and names of three referees to G.N. Hobson, Chairman, Psychology Department, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2.

UNIVERSITY OF TORONTO. **Department of Religious Studies.** One or two year appointment with possible extension at Assistant or Associate Professor rank in Psychology of Religion. Ph.D. in Psychology; research competence in the empirical investigation of religious attitudes and experience; some knowledge of various religions and cultures; demonstrated teaching ability at undergraduate level in general psychology of religion and in areas of research specialization; potential or readiness for graduate instruction and supervision of research. Position available July 1, 1980. Application deadline is October 30, 1979. Send to Professor L.J. Elmer, Chairman, Department of Religious Studies, University of Toronto, 110 Charles St. W., Toronto, Ontario. M5S 1A1.

RECREATION

UNIVERSITY OF WATERLOO. **Department of Recreation.** 1. Assistant or Associate Professor in Recreation Management. 2. Earned doctorate or its near completion in related discipline. 3. Ability to successfully supervise student theses and honors projects with a broad Interdisciplinary view to graduate and undergraduate instruction and continued involvement and participation in professional organizations with a demonstrated competence and commitment to scholarship. 4. Assistant professor (minimum $18,400) Associate professor (minimum $23,900) Salary commensurate with qualifications and experience. 5. Dr. David Ng, Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario N2L 3G1. 6. July, 1979. Subject to availability of funds. 7. Until position filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

SLAVIC STUDIES

UNIVERSITY OF OTTAWA. **Department of Slavic Studies and Modern Languages.** Senior scholar, Specialist in Ukrainian language and literature with competence in Russian and/or Polish. Ph.D., publication record and some experience with graduate teaching. Applications, credentials, names of referees, Dr. Z. Folejewski, Chairman, Department of Slavic Studies and Modern Languages, University of Ottawa. The University of Ottawa is a bilingual institution, and preference will be given to candidates who are either bilingual in, or who have an excellent knowledge of both French and English.

SOCIAL WORK

UNIVERSITY OF MANITOBA. **School of Social Work.** Joint appointment between the School of Social Work and the Psychological Service Centre for distinguished applicants. Candidates should hold a doctoral degree or equivalent with expertise in Clinical Practice. Familiarity with and interest in generalist social work practice and interdisciplinary practice necessary. The position involves teaching, research and supervision of social work and clinical psychology students at undergraduate and graduate levels as well as some ongoing clinical practice. Salary is competitive. Rank open. Applicants should send their C.V. with names of three references to: Professor Addie Penner, School of Social Work, University of Manitoba, Winnipeg, Manitoba. R3T 2N2. Applications will be accepted until the position is filled. Availability of the position is subject to budgetary approval.

UNIVERSITY OF REGINA. **Faculty of Social Work.** The Faculty of Social Work invites applications for two positions in a B.S.W./M.S.W. Degree Programme. The principal opportunities include: teaching social work practice with a generalist orientation, philosophy of social work, and social administration/social policy; involvement in a decentralized programme with a rural extension emphasis; and attention to applied research and personal social services administration. Positions involve travel and teaching in off campus locations. Qualifications: Doctorate, preferred. M.S.W. degree required including professional practice and teaching experience. Canadian experience an asset. Salary range: Assistant Professor, $18,829-$27,307. Associate Professor, $24,711-$34,921. Visiting Professor appointment will be considered. Date of appointment: Open. Applications should be submitted prior to December 31, 1979. Send inquiries to: Dr. Harvey Stalwick, Dean, Faculty of Social Work, University of Regina, Regina, Saskatchewan. S4S 0A2. Canada.

SOCIOLOGY

UNIVERSITY OF ALBERTA. **Department of Sociology.** Applications are invited for a tenure stream Assistant Professor position. Ph.D. required, Medical-Deviance specialization. Appointment will be effective July 1, 1980. The University of Alberta is an equal opportunity employer. Forward applications, including curriculum vitae and names of three referees by October 30, 1979 to: Dr. T.H. White, Chair, Department of Sociology, The University of Alberta, Edmonton, Alberta, T6G 2H4.

UNIVERSITY OF VICTORIA. **Department of Sociology.** Applications are invited for two positions at the Assistant Professor level to be filled July 1, 1980. For one position, concentration in theory, methods, and/or statistics is required. For the other position, the candidate should be competent in social psychology and/or family. Only Ph.D's will be considered. The current salary floor for Assistant Professors is $18,100. Please send curriculum vitae and names of three references by November 1, 1979 to: R. Alan Hedley, Chair, Department of Sociology, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2.

UNIVERSITY OF VICTORIA. **Department of Sociology.** Applications are invited from senior scholars with active international reputations for appointment at the rank of Professor. This permanent position will be financed from a special endowment fund. Areas of specialization are open, but special consideration will be given to candidates with demonstrated research interests in any aspect of Canadian society. Candidates who are willing to take an active role in the Department and with students are also especially encouraged. Salary is negotiable and is commensurate with qualifications and experience. The position will be filled effective July 1, 1980 subject to the availability of a suitable candidate. Send curriculum vitae and names of five references to: R. Alan Hedley, Chairman, Department of Sociology, University of Victoria, P.O. Box 1700, Victoria B.C., V8W 2Y2, Canada.

UNIVERSITY OF VICTORIA. **Department of Sociology.** Applications are invited from sociologists specializing in some combination of the following: family, aging, medical. Only Ph.D's will be considered for this tenure track position. Rank and salary are commensurate with qualifications and experience. Effective date of appointment — 1 July 1980. Applications with curriculum vitae to be forwarded by 31 October 1979 to R. Alan Hedley, Chair, Department of Sociology, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2.

SPANISH

UNIVERSITY OF OTTAWA. **Department of Slavic Studies and Modern Languages.** Spanish. Specialist in the field of Golden Age Spanish-Peninsular literature. An interest in XVIII Century Spanish Peninsular literature will also be an advantage. Rank open: commensurate with qualifications and experience. Minimum requirements: Ph.D., or equivalent, teaching experience in language and literature, publications. The University of Ottawa is a bilingual institution, and preference will be given to candidates who are either bilingual in, or who have an excellent knowledge of both French and English. Letters, c.v. plus names of 3 referees to Prof. Zbigniew Folejewski, Chairman, Department of Slavic Studies and Modern Languages, University of Ottawa, Ottawa, Ontario, K1N 6N5.

URBAN AND RURAL PLANNING

NOVA SCOTIA TECHNICAL COLLEGE. **Faculty of Architecture, Department of Urban and Rural Planning.** Applications are invited from highly qualified academics and/or professionals for teaching and research in the Department of Urban and Rural Planning, which is offering a professional Master's degree following successful completion of a two-year cooperative (work-study) program. Ph.D. in Planning or related discipline is desirable. Specializations in economics and quantitative methods will be given preference. Membership (or eligibility in short order) in the Canadian Institute of Planners is essential. In the first instance, enquiries should be accompanied by statements of interests and availability, together with resume, and names of references addressed to Prof. Dimitri Procos, Head, Department of Urban and Rural Planning, Nova Scotia Technical College, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4. Appointment in late 1979.

ZOOLOGY

UNIVERSITY OF BRITISH COLUMBIA. **Department of Zoology.** Applications are invited for the position of assistant professor in the Department of Zoology, University of British Columbia. Qualifications include a Ph.D. in Biology or a related field. The successful applicant will be expected to teach and develop a strong experimental research programme in invertebrate embryology and morphogenesis. Upper level undergraduate teaching, and graduate student teaching and supervision is required. Salary will be commensurate with experience and duties. Curriculum vitae and the names of 3 referees should be submitted to Dr. G. G. E. Scudder, Head, Department of Zoology, University of British Columbia, Biological Sciences Building, 6270 University Boulevard, Vancouver, B.C., Canada, V6T 1W5. The expected date of appointment is July 1, 1980, subject to budgetary approval. Closing date for application is when position is filled.

FELLOWSHIP PROGRAMME

McGILL UNIVERSITY. **Shastri Indo-Canadian Institute - Fellowship Programme.** The Institute has an animal scholarship competition and offers the following categories of award for study or research in India: Senior Fellowships; Faculty Training Grants; Junior Fellowships; Language Training Fellowships; Fellowships in the Performing Arts. The deadline for receiving applications for all categories of award is October 10th. For further information, write to: The Executive Director, Shastri Indo-Canadian Institute, McGill University, 815 Sherbrooke Street West, Montreal, Quebec, H3A 2K6.

INCOME TAX

GOLDEN INCOME TAX PREPARATION AND CONSULTING COMPANY. Income tax service specializing in teachers or professor going on sabbatical leave. Call or write: Golden Income Tax Service, Mgr. Richard Bouchard, Box 489, Station "J", Toronto, M4J 4X2. Telephone: (416) 755-6104. Clip and save for future reference.

LATE ADS

UNIVERSITY OF TORONTO. **Preventive Medicine and Biostatistics.** Associate Professor. Qualifications required: Medical degree plus graduate research training is preferred. Nature of duties: Graduate epidemiology and undergraduate medical teaching, clinical and disease epidemiologic research. Salary: commensurate with experience. Person to whom enquiries should be sent: Dr. R. W. Osborn, Chairman, Preventive Medicine and Biostatistics. Effective date of appointment: October 1, 1979. Closing date for receipt of application: September 15, 1979.

UNIVERSITY OF TORONTO. **Preventive Medicine and Biostatistics.** Professor. Qualifications required: Medical degree plus graduate research degree. Nature of duties: Coordinator and lecturer in undergraduate medical teaching, graduate teaching in epidemiology, clinical and disease epidemiologic research. Salary: commensurate with experience. Person to whom enquiries should be sent: Dr. R. W. Osborn, Chairman, Preventive Medicine and Biostatistics. Effective date of appointment: October 1, 1979. Closing date for receipt of applications: September 15, 1979.

UNIVERSITY OF TORONTO. **Occupational and Environmental Health Unit.** Associate Professor or Professor. Qualifications required: Appropriate training and experience, M.D. preferred. Nature of duties: To help in the teaching and research activities of the unit. Teaching responsibilities include medical undergraduate and graduate students from medicine, nursing, engineering, etc. Salary: commensurate with experience. Person to whom enquiries should be sent: Director, Occupational and Environmental Health Unit, Faculty of Medicine, University of Toronto, Toronto, Ontario M5S 1A1. Effective date of appointment: October 1, 1979. Closing date for receipt of applications: September 30, 1979.

UNIVERSITY OF SASKATCHEWAN. **Department of Computational Science.** Computing Laboratory Manager. Applications are invited for the position of Manager of the Computing Laboratory in the Department of Computational Science, with academic rank of Lecturer. Applicants should have the following qualifications: (1) M.Sc. in Computer Science or Electrical Engineering; (2) Experience with a PDP-11 and UNIX; (3) Familiarity with hardware and software of minicomputers and microcomputers. The position also offers the possibility of teaching in the Department on a part-time basis. The Department has a Faculty of ten with an established undergraduate and M.Sc. programs. The salary is dependent upon the qualifications of the applicant. Send complete resume to: J. E. Cooke, Department of Computational Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

ECONOMIC BENEFITS. BENEFICES ECONOMIQUES

Taxes and housing costs across Canada: how they affect your income

by Robert Léger and Rosalind Lambert

As a means of assessing how well they are doing financially, university teachers often compare their salaries to those being earned by their colleagues at other universities. Although such comparisons can be quite useful, a more realistic way of determining the adequacy of one's salary is to ask oneself: how would I fare financially if I were making exactly the same income as I am now, but teaching in another city?

This article examines this situation, concentrating on two financial factors that differ widely across the country: income tax and housing costs. As an estimate of the median income of a university teacher for the fiscal year 1978, the authors chose $28,000, as the 1977-78 median salary in Canada for full-time university teachers was $27,250 (Statistics Canada data). The assumptions used in the calculations are as follows:

For income taxes:
- the individual is married with two children under 16 years of age, with spouse earning no income;
- the individual earns no income other than salary;
- federal and provincial taxes are based on those for 1978;
- the individual is not contributing to an RRSP or to an RHOP.

For the house:
- Royal Trust "House I", detached three bedroom brick bungalow, five to eight years old, 1½ bathrooms, 1 car attached garage, full basement but no recreation room, fireplace or appliances. Using outside dimensions (excluding the garage), the total area of the house is 1,200 square feet and it is situated on a fully serviced 6,000 square foot lot. The neighbourhood itself is average, within average commuting distance to the city centre, and this home is typical of others in the neighbourhood.
- House valued for each centre according to Royal Trust survey values 1st February 1978; value used represents, for each city, the median value of all neighbourhoods valued in the survey for that city.

For real estate taxes and utility costs:
- as estimated in Royal Trust survey for spring 1978, with figures "averaged" on the same basis as above;
- utilities include electricity, water heating and space heating.

For mortgage repayments:
- $15,000 purchaser's equity, balance on mortgage;
- mortgage amortized over 25 years at 11% interest;
- no employer's housing loan.

Variations in cost of housing and income tax were examined for sixteen major Canadian cities (see Tables I and II). Each of these cities houses a university community.

The average income tax paid in these sixteen cities is $7,636. In the Atlantic provinces, the province of Quebec and in Regina and Winnipeg, relatively high taxes are paid, while in Ontario and the far-west below average taxes are paid.

Prices for comparable three-bedroom houses range across the country from $38,000 in Montreal to $74,000 in Edmonton. The average price for the sixteen cities surveyed is $53,150. The most highly priced houses are found in Alberta, British Columbia and parts of Ontario (houses are relatively cheaper in London, Ontario than in the other Ontario cities). The lowest priced houses are located in the province of Quebec and in the Atlantic provinces. Houses in Halifax, and Regina and Winnipeg (the mid-western cities) fall into the middle range.

The range of amounts for mortgage repayments then follows a similar geographical pattern.

The average property tax for these cities is $811. There are three regions of above average tax and three regions of below average tax. High property taxes are paid in British Columbia, the mid-west and in Toronto, Ottawa, Montreal and Quebec (the Canadian "ecumene"). Below average taxes are collected in Alberta, Thunder Bay and London, and in the Atlantic provinces.

The cost of utilities, including electricity, water and space heating, also varies from region to region. The average cost for a three-bedroom house is $774 per year. The highest prices are paid in Quebec and in the Atlantic provinces, with prices increasing eastwards. In the west, where the lowest prices are found, prices increase eastward and westward from Alberta. In Ontario cities, average prices are paid for utilities.

Net income, after paying income taxes, utilities, property taxes and mortgage repayments, varies from $12,501 in Vancouver, B.C., to $15,700 in St. John, N.B. The average net income for the sixteen cities is $13,965. The Atlantic provinces, the province of Quebec, the city of London and the mid-west yield above average net incomes: that is, discounting food, clothing and other items, these areas are the least expensive to live in. The far-west and Ontario are more expensive places to live in since they yield lower than average net incomes.

It is evident from the tables presented above that regional disparities are more marked for housing factors than for income tax factors. The range in mortgage payments is $4,160, while the range in income tax is only $1,124. Utilities and property taxes have an even smaller range of $656 and $820 respectively.

The sixteen cities examined in this survey can be grouped according to combinations of income tax and mortgage payments. Four main groups emerge. The first group combines high mortgage payments with relatively low income tax payments. Cities in the far-west (Victoria, Vancouver, Calgary and Edmonton) and in Ontario (Thunder Bay, Toronto and Ottawa) fall into this category. These cities yield the lowest net incomes. The second group combines relatively high income tax payments with low mortgage payments, resulting in the highest net incomes. The cities in the province of Quebec and in the Atlantic provinces form this group. The third group consists of the mid-western cities of Regina and Winnipeg and is characterized by very high income tax and slightly below average mortgage payments. These two cities yield slightly below average net income. The city of London, Ontario constitutes the fourth group. London pays income taxes, mortgage repayments, property taxes and utilities costs all slightly below the average, and consequently, yields a high net income.

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TABLE I

EFFECT OF INCOME TAX AND HOUSING COSTS ON NET INCOME

	Gross salary[1]	Net after income taxes[2]	Net after property taxes and utilities[3]	Net after mortgage repayments[4]
Victoria	28,000	20,916	19,205	13,658
Vancouver	28,000	20,916	19,169	12,501
Calgary	28,000	20,905	19,802	13,100
Edmonton	28,000	20,905	19,808	12,990
Regina	28,000	19,886	18,384	13,819
Winnipeg	28,000	19,903	18,243	13,505
Thunder Bay	28,000	20,520	19,090	13,312
London	28,000	20,520	19,113	15,070
Toronto	28,000	20,520	18,923	12,827
Ottawa	28,000	20,520	18,544	13,090
Montreal	28,000	20,111	18,339	15,681
Quebec	28,000	20,111	18,024	14,297
St. John	28,000	20,009	18,589	15,700
Halifax	28,000	20,078	18,354	13,859
Charlottetown	28,000	20,208	18,474	15,238
St. John's	28,000	19,792	18,392	14,787

1. Source: *Statistics Canada*, Median Salary for Canadian University Professors, 1977-78.
2. Calculated using 1978 federal income tax return and 1978 Quebec income tax return.
3. Source: Royal Trust, *Focus on Real Estate*, Spring 1978.
4. Calculated using 11% interest rate, 25 year amortization period, $15,000 down-payment.

TABLE II

INCOME TAX AND HOUSING COSTS IN MAJOR CANADIAN CITIES

	House Prices	Mortgage Repayments	Income Tax	Property Tax	Utilities
Victoria	63,000	5,547	7,084	950	761
Vancouver	72,700[1]	6,668	7,084	1,150	597
Calgary	73,000[1]	6,702	7,095	650	453
Edmonton	74,000[1]	6,818	7,095	600	497
Regina	54,500	4,565	8,114	900	602
Winnipeg	56,000	4,738	8,097	850	810
Thunder Bay	65,000	5,778	7,480	700	730
London	50,000	4,043	7,480	650	757
Toronto	67,750[1]	6,096	7,480	863	734
Ottawa	62,200	5,454	7,480	1,200	776
Montreal	38,000[1]	2,658	7,889	950	822
Quebec	47,250	3,727	7,889	1,210	877
St. John	40,000	2,889	7,991	500	920
Halifax	53,900	4,495	7,922	800	924
Charlottetown	43,000	3,236	7,792	625	1,109
St. John's	46,200	3,605	8,208	390	1,010
AVERAGE	53,156	4,814	7,636	811	774

1. Price given is median of house (1) in several comparable neighbourhoods.
Source: Royal Trust, *Focus on Real Estate*, Spring, 1978.

Robert Léger is the CAUT 's research officer in charge of economic benefits, Rosalind Lambert is research assistant in economic benefits.